✓ 4/5 — 8 — 5

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Cheek-Neal Coffee Co. Address Cummins Station
2. Product Maxwell House Coffee City Nashville, Tenn.
3. Person inter. R.S. Cheek Pos. Vice Pres. Agent E. E.
   Person inter. _____ Pos. _____ Date March 25 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	3	22	25	Men			
Women	13	×	13	Women			
Girls	×	×	×	Girls			
Boys	×		~~38~~	Boys			
Total	16	22	✓ 38	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:00	5:00	1 hr.	-	9 ✓	Day					
Sat.	7:00	12:00	—	—	5 ✓	Sat.					

Reg Wk Days 5 ✓ Reg wk Hrs 50 ✓ Reg Wk Day × Reg Wk Hrs ✓

6. Seasonal or overtime ×

7. H.W. given out × Same work done in shop — Identical rates —

8. Wages
   Length pay period 1 Wk Vac. without pay — With pay ✓ 1 week.
   Deductions Habitually tardy, time lost by being late is charged against worker at her regular rate.
   Bonus or commission Ten percent bonus on annual wage paid in 1924.
   Overtime pay 1½ for overtime.

9. Employment policy
   Empl. mgr. × Oth. centr. method Foreman Other —
   Records kept ×

Schedule
2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside	Cem	X	✓	✓	X	X	✓	—	—

11. Employees allowed to use elevators No

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Packing rm.		2	Cem.	✓	✓	—	X	X	✓	Fans	—	O.K. Vent ✓
			Maple floor									

Notes

17. Cleaning: Sweep ✓ Porter Freq. ~~Daily~~
By whom : Scrub ✓ " Freq. Weekly

18. Natural light: Windows on two sides - modern factory

Shades or awnings Shades at all windows

In roof X

Glare X

General Statement Good where girls were working but parts of room quite dark.

19. Art.light: Gen.light: Unshaded drop cord bulbs

Indiv.hang.or adj. X

Glare ✓ Unshaded bulbs.

General statement Art. Lighting the poorest feature of general conditions. Most girls were working at tables near windows and artificial light only needed in med weather.

Schedule
3.

20. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
×					
Stand					All girls were sitting at time of inspection but some of the work is such that the girls stand.
Mach. Pack	C	✓	×	✓×	
Both Packers-Wrappers.	A C Pa	✓	Slats between table	✓	All girls alternated at sitting and standing tasks.

21. Heating Pipe coils on ceiling and along wall, O.K.

22. Drinking facilities

		Floor	Kind
Public	×		
Conven.	✓		
Bblr.san.	×		
Bblr.Unsan.	×	2	5 small sinks
Cooled	✓		
Tank	✓		
Cooler	✓		
Faucet	—		
Other	—		
Cup. Ind.	✓		
Cup. Com.	×		

23. Washing facilities

Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
×	×	✓	✓	✓	✓	Lin	1 a wk	×	—

Notes Instantaneous heater and boiler in washroom insures an adequate supply of hot water.

24. Toilets: Kind Plbg. Paper ✓ Instrt × Room cleaned by- Women taking turns
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. — Sweep ✓ Freq Daily
Plbg rpr ✓ Clean ✓ Auto fl. — Freq — Scrub ✓ Freq Weekly - Porter

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Cow.	14	×	×	×	4	4	✓	✓	✓	✓	✓	✓	×	×	✓	×	✓

Good toilet room.

Schedule
4.

25. Service Facilities.

Lunch	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
	Clean	—	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	Dinner & lunch served free to all employees.

Rest		Cot	Chairs	Comf. Ch	Bench
	None —	—	—	—	—

Cloak												
	Clean.	Toilet	✓	✓	✓	—	—	Lokr ✓	Shlv —	Racks —	Wall hk ✓	Seats ✓

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. × First aid ✓ Chg. of Dr. full time — Dr. part time —
Other Free Lady No Resp. — Med. exam — Other welfare —

14 — 8 — 4

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Fletcher-Wilson Coffee Co. Address
2. Product Coffee - Salted Peanuts - Peanut Butter City Nashville, Tenn.
3. Person inter. Mr. Fletcher Pos. Vice Pres. Agent E.E.
   Person inter. — Pos. — Date March 27
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	5	8	13	Men			
Women	35	x	35	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	40	8	48	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:30	5:30	1/2	-	9 2 ✓	Day					
Sat.	7:30	1:00	-	-	5 2 ✓	Sat.					

Reg Wk Days 5 2 ✓ Reg wk Hrs 53 ✓ Reg Wk Day — Reg Wk Hrs

6. Seasonal or overtime x
7. H.W. given out x Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk Vac. without pay x With pay x
   Deductions x
   Bonus or commission x
   Overtime pay No overtime
9. Employment policy
   Empl. mgr. x Oth. centr. method Foreman Other —
   Records kept x

...dian
...edule

... Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside stairwell	Wd	×	×	✓	✓	×	✓	Dirty	– Stairway dark and dirty.

11. Employees allowed to use elevators No elevator
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Peanut sorting		2	Wd	✓	×	Dusty	×	✓	✓	×	Dust	Vent O.K.
Wrapping		2	"	✓	×		×	×	✓	×		×
Packing		2	"	✓	×		✓	×	✓	×		✓

Notes Room where peanut were sorted and shelled very dusty. Girls had fashioned paper caps & protect hair.

17. Cleaning: Sweep ✓ Porter Freq. Daily reported but appearance did not substantiate it.
By whom : Scrub × Freq. ×

18. Natural light: Windows small and dirty requiring constant use of artificial light.
Shades or awnings ×
In roof ×
Glare No natural
General Statement Poor natural light.

19. Art.light: Gen.light: Some with pan reflectors and others unshaded bulbs
Indiv.hang.or adj. ×
Glare From unshaded ~~bulbs~~ and low hanging bulbs.
General statement Poor artificial as well as natural.

...ro Wilson
...y Schedule
...eet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Sorters	C	✓	×	✓	A few stools had boards for backs.
Packers	C	✓	×	✓	
Wrappers	C	✓	×	✓	Girls working at peanut sat on both sides of a moving belt picking out bad peanuts and pieces of shell.
Stand					
Bottle cleaner	×	—	—	—	
Both					
Peanut butter mch. tender	C	✓	×	✓	Girls legs were wound around legs of stools.

21. Heating Pipes along wall.

22.

Drinking facilities		Floor	Kind
Public	—		
Conven.	—		
Bblr.san.	—		
Bblr.Unsan.	—		
Cooled	—	2d	Sink's
Tank	—		
Cooler	—		
Faucet	✓ Hydrant		
Other	×		
Cup. Ind.	Bungron		
Cup. Com.	✓		

23.

Washing facilities	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Floor 2d, Kind Sink's	×	×	×	×	×	✓	—	—	✓	Ideally

Notes

24. Toilets: Kind Plbg. Paper ✓ Instrt ✓
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. ✓
Plbg rpr ✓ Clean × Auto fl. — Freq —

Room cleaned by- Porter rep.
Sweep ✓ Freq Daily but bare
Scrub × Freq —
no evidence of bed being clean.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	Ventilation art	Ventilation oth rm.	Light out wnd	Light art	Room cln
2	20	×	×	×	1	20	✓	×	✓	×	✓	×	×	✓	×	✓	×
2	15	×	×	×	1	15	✓	×	×	×	×	×	×	✓	×	✓	×

Toilet and Cloakroom combined - dirty and dark. shoes, waste paper and debris littered everywhere.

...n & Wilson

...ory Schedule
...eet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch			None										

Rest		None		Cot	Chairs	Comf. Ch		Bench	

Cloak	2d	Folds	×	✓	×	✓	×	Lokr —	Shlv ✓	Racks —	Wall hk ✓	Seats Bench

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. × First aid ✓ Chg. of Dr. full time ✓ Dr. part time ×
Other × No Resp. ✓ Med. exam × Other welfare ×

Plant generally dirty, dusty and delapidated.

✓ 3-8-3

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Swift & Company Address ~~Front Street~~ 35 Union Ave
2. Product Meats - Eggs - Poultry City Memphis, Tenn.
3. Person inter. Mr. L. P. Waters Pos. Gen. Mgr. Agent E-E.
   Person inter. — Pos. — Date March 16, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	50	18	68	Men			
Women	5	×	5	Women			
Girls	×	×	×	Girls			
Boys	×	×	×	Boys			
Total	55	18	73	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:30	5:00	1½	—	9 ✓	Day					
Sat.	7:30	12:00	—		4½ ✓	Sat.					

Reg Wk Days 5½ Reg wk Hrs 49½ ✓ Reg Wk Day — Reg Wk Hrs

6. Seasonal or overtime Slack season in spring and early summer ✓
   Busy season in fall when 15 to 20 women are employed.
7. H.W. given out × Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay × With pay ×
   Deductions ×
   Bonus or commission ×
   Overtime pay Hourly rate based on weekly rate
9. Employment policy
   Empl. mgr. × Oth. centr. method × Other Foremen
   Records kept ✓

Schedule
2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside 1 to 3d	Wd	✓	✓	✓	✓	×	✓	—	Walls dirty and stairway not more than 30 in wide with several turns.

11. Employees allowed to use elevators No elevators

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Ham packing		3	Wood	✓	✓	—	×	×	×	✓	Cold	Vent. O.K. ×
Sausage		3	Brick	✓	✓	Wet	×	×	✓	×	Steam	×
Candling Egg		2	Wood	✓	✓	—	×	×	✓	×	—	✓

Notes Windows all closed. Room where woman was wrapping hams kept at a temperature of 48-50°. No natural ventilation but fan kept air moving. Sausage packing room steamy and floor wet. (Note at end)

17. Cleaning: Sweep ✓ Porters Freq. Daily

By whom : Scrub ✓ × " Freq. ✓ Sausage room washed continuously

18. Natural light: ~~Monitor~~ Windows in one end of sausage and egg candling room.

Shades or awnings ×

In roof ×

Glare ×

General Statement No natural light in ham room. Natural light also insufficient in sausage room.

19. Art.light: Gen.light: drop cords with unfrosted bulbs. Only a few had shades.

Indiv.hang.or adj.

Glare from unshaded bulb.

General statement Lighting poor.

Schedule
3.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Egg Candlers	A	✓	×	✓	Egg Candlers had ordinary Kitchen Chairs.
Ham wrapper	Stool	✓	×	✓	
Stand					
~~Sausage~~ Makers	×	×	—	—	
Both					

21. Heating Pipes along wall in sausage and egg candling rooms.

22. Drinking facilities

		Floor	Kind
Public	×		
Conven.	×		
Bblr.san.	×		
Bblr.Unsan.	×		
Cooled	×	3d	Sink (Check Rm.)
Tank	×	3d	~~Toilet Rm~~ basin
Cooler	—		
Faucet	✓		
Other	Pitcher		
Cup. Ind.	—		
Cup. Com.	✓		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	×	×	✓	✓	✓	✓	—	—	1	daily
Tank	×	×	×	×	×	✓	—	—	1	"

Notes In hot weather can get ice for water in pitchers. No tank or special permission for drinking.

24. Toilets: Kind Plbg Paper × Instrt ✓ Room cleaned by- Porter
Seat rpr ✓ Clean × Hand fl. ✓ Seat fl. × Sweep ✓ Freq Daily
Plbg rpr ✓ Clean × Auto fl. × Freq — Scrub × Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
3	5 / 4 (off)	×	×	×	1	5 (4 off)	✓	×	✓	×	✓	✓	×	×	✓	✓	✓

Window gave evidence of never being opened on toilet room. Only one toilet for women in bldg.

Memphis

Schedule
Set 4.

25. Service Facilities.

Lunch	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
	3d	Cloak	✓	✓	✓	×	×	×	✓	Benches	×	×	×

Rest								Cot	Chairs	Comf. Ch		Bench
	See note											

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	3d	Lund	✓	✓	✓	×	×	✓	×	×	×	Benches.

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. × First aid × Chg. of Dr. full time — Dr. part time —
Other — No Resp. — Med. exam — Other welfare Employees benefit Assn. fomtly financed by Co. & employees. membership voluntary

Sausage Room:- Rough brick floor which was wet and uneven. Foreman said that they had wooden racks but the women preferred not to use them. Women were wearing rubbers. Women's heads were wrapped in towels to protect against steam. Wore dirty oilcloth aprons.

Combined lunch & cloakroom crudely furnished with rusty lockers, a long pine table and two long benches. Room not dirty but had dark walls and small windows, made it very unattractive.

Rest Rm Foreman showed a pile of cheese cloth in a closet adjoining cloakroom - which he said the women could spread on the table and use the latter for a resting place if they were tired or ill.

Woman in ham room worked alone with no other women in dept. An unpleasant place to work - away from others, cold and damp.

3-8-2

Factory Schedule
Sheet I.

CLOVER FARM DAIRY CO.,
789 Union Ave.
MEMPHIS, - TENN.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory _____ Address _____

2. Product Milk + Butter City _____

3. Person inter. LN Leonard Pos. Mgr. Agent C E P

Person inter. x Pos. x Date 3/9/20

4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	86	20	106	Men			
Women	8	1	9	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	94	21	115	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	700	430	3/4	x	8 3/4	Day					
Sat.	700	430	3/4	x	8 3/4	Sat.					
Sun	700	430	one day off a week.								

Reg Wk Days 6 Reg wk Hrs 52½ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime X

7. H.W.given out X Same work done in shop — Identical rates —

8. Wages

Length pay period Weekly Vac.without pay X With pay X

Deductions X

Bonus or commission X

Overtime pay ✓ Straight time

9. Employment policy

Empl.mgr. X Oth.centr.method X Other Foreman + Forelady

Records kept X

Schedule 2.

CLOVER FARM DAIRY CO.,
789 Union Ave.
MEMPHIS, - TENN.

9. Stairways:

	Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
1-2	Inside		X	✓	✓	X	✓	✓	—	
2-3	Inside	Iron	X	✓	✓	X	✓	✓	—	

11. Employees allowed to use elevators —
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem (2)	Problem
Esquimalt	A	1	Cem	✓	X	Slippery	X	X	X	X	Cold	X
Bottling	B	✓	Cem	✓	✓	wet	✓	✓	✓	(1) ✓	Steam (3)	X
								(1)	Fans, bugs, flies			in summer

Vat ok X

Notes (2) Cold temp 30° girl wraps Esquimo pies stands on a platform in rubber boots, much water was wearing a sweater. (1) Girls in bottling room wear rubber boots.

17. Cleaning: Sweep Men Freq. 2 ce d
By whom : Scrub Men Freq. 2 ce d

18. Natural light: "A" Had no natural light "B" Modern factory windows on one side semi-transparent windows.
Shades or awnings X
In roof X
Glare X
General Statement Light in "B" apparently ok.

19. Art.light: Gen.light: "A + B" Ceiling large pan
Indiv.hang.or adj. X
Glare X
General statement Art light appears ok.

y Schedule
t 3.

CLOVER FARM DAIRY CO.,
789 Union Ave.
MEMPHIS, - TENN.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
Bottling	X	—	—	—	No seats in workroom.
Wrap	X	—	—	—	
Both					

21. Heating

22. Drinking facilities

23. Washing facilities

		Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓												
Bblr.san.	X												
Bblr.Unsan.	✓	2	2 Basins	X	X	✓	✓	✓	✓	pull over	con	X	—
Cooled	✓												
Tank	X												
Cooler	X												
Faucet	X												
Other	(3) ✓												
Cup. Ind.	X												
Cup. Com.	X												

Notes (1) Bubbler on second floor. (2)(3) Use spray for bottle rinsing after filling

24. Toilets: Kind Plumb Paper / ✓ Instrt ✓
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X
Plbg rpr ✓ Clean ✓ Auto fl. X Freq —

Room cleaned by-
Sweep Colwum Freq 1 a d.
Scrub Colwum Freq 1 a d.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
4	2	8	X	X	X	2	4	✓	X	✓	✓	X	✓	X	✓	✓	✓
											(1) cloakroom						

Schedule 4.

CLOVER FARM DAIRY CO.,
789 Union Ave.
MEMPHIS, - TENN.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch		Bench

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	3	E	✓	✓	✓	✓						
							✓	✓	X	X	X	✓

26. Uniforms req. by firm ✓ Kind Caps Dresses Supplied by firm ✓
laundered by firm ✓ Free Knickers ✓ Cost to girl X

27. Health service:
Hosp. X First aid ✓ Chg. of Dr. full time X Dr. part time ✓
Other ~~friendly~~ No Resp. X Med. exam ✓ (1) Other welfare X

26 (1) a fresh outfit every day

27 (1) medical exam when hired, doctor call on all sick workers immediately.

3-8-1

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Mauzy Cole Co Address
2. Product Coffee Teas Spices Extracts City Memphis Tenn.
3. Person inter. Mr Whemoyer Pos. Mgr Agent CEP
   Person inter. x Pos. x Date 3/12/20
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	43	18	61	Men			
Women	41	x	41	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	84	18	102	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7/5	5.00	1/2	x	9 1/4	Day					
Sat.	7/5	1.00	x	x	5 3/4	Sat.					

Reg Wk Days 5 1/2 Reg wk Hrs 52 Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X

9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Foremen
   Records kept X

10. Stairways:

	Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
1-2	Inside	wood	x	✓	✓	✓	x	✓	x	
2-3	Inside	wood	x	✓	✓	✓	x	✓	x	

11. Employees allowed to use elevators X
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Extract	A	3	wood	✓	✓	x	x	x	✓	① ✓	x	① unprotected
Spice	B	2	wood	✓	✓	x	x	x	✓	① ✓	x	handle. (over)
Label	C	1	wood	✓	✓	x	x	x	✓	① ✓	x	hot steam
										① Paddle fans		

✓ out ok ✓ ✓

Notes Workrooms very neat and well kept.

17. Cleaning: Sweep Porter + girls Freq. 2 a day
By whom : Scrub X Freq. —

18. Natural light: A Nat light on two sides "B" one side "C" one side small windows next to another building
Shades or awnings X
In roof X
Glare X
General Statement A Modern factory windows open. ok
B Sash windows medium size

19. Art.light: Gen.light: "B" Drop unshaded bulbs "C" Drop unshaded bulbs.
Indiv.hang.or adj. X
Glare ✓ Unshaded bulbs "a B C"
General statement Artificial light poor, too much glare.

20. Occupations

	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
fill extracts	C	✓	rails	✓	
fill spice cans	C	✓	on	✓	
Pack spices	C	✓	table	✓	
Stand					
fill peanut butter	C	✓	X	X	
Label cans	C	✓	X	X	
Both					

21. Heating stove

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	—	3rd	Basin
Cooled	—	1st	Basin
Tank	X		
Cooler	X		
Faucet	✓		
Other	X		
Cup. Ind.	X		
Cup. Com.	X		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Bblr.Unsan.	X	X	X	X	X	X	—	—	—	—
Cooled	X	X	X	✓	X	X	—	—	—	—

Basins had not been washed for a long time. No one responsible

Notes

24. Toilets: Kind Plumb Paper ✓ Instrt X
Seat rpr ✓ Clean X Hand fl. ✓ Seat fl. X
Plbg rpr ✓ Clean X Auto fl. X Freq —

Room cleaned by-
Sweep no resp Freq —
Scrub no resp Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1st	X	X	X	X	1	21	✓	X	✓	X	✓	✓	X	X	✓	✓	X
3rd	X	X	X	X	1		✓	X	✓	X	✓	✓	X	X	✓	✓	X

Toilet and closet combination, very dirty papers old aprons, clothes, shoes left on benches all over the floor + bench.

col 20

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch			Bench

Cloak	(1)	nails	around	wall				Lokr	Shlv	Racks	Wall hk (1)		Seats
	1st	E	X	✓	✓	✓	X	X	X	X	✓		barely
	2nd	E	X	✓	✓	✓	X	X	X	X	✓		barely

(26.) Uniforms req. by firm X Kind — Supplied by firm —

laundered by firm — Free — Cost to girl —

27. Health service:

Hosp. X First aid X Chg. of Dr. full time — Dr. part time —

Other — No Resp. — Med. exam — Other welfare —

(26) Uniforms are going to be provided.

General notes.

Agent found two girls filling and washing iodine bottles. Girl filling bottles hands were stained very darkely with iodine girl washing hands not so badly stained. upon questioning the girls, found that their hand burned and ached, the filler had been given gloves but they were too heavy and clumsy and being in pieces easily the had discarded them. Agent suggested thinner gloves for filler and that method of washing bottles be changed. Instead of dropping iodine soaked bottle into a deep pail and reaching into the water and iodine solution to take out the bottles, that they place the bottles in an ordinary large household strainer with a handle and dip them into the rinsing water without putting their hands into it, thereby saving hands from severe burns. This was first day girls had done this work and did not know how to do about it so as not to burn their hands management very glad of the suggestion and are to adopt it. also they are going to make a col chaw responsible for the housekeeping of block toilet rooms.

Tennessee

Printing & Publishing

13 Schedules

10. Tennessee - Printing & Publishing

✓ 4 — 12 — 5

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory African M. E. S.S. Ass'n Address 8th Ave & Lea
2. Product Religious literature City Nashville, Tenn.
3. Person inter. J. T. Bryant Pos. Manager Agent E.E.
   Person inter. _____ Pos. _____ Date March 23, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	X	14	14	Men			
Women	X	17	17	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	X	31	31	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	8:00	5:30	1/2	—	9 hr. ✓	Day					
Sat.	8:00	4:30	1/2		8 ✓	Sat.					

Reg Wk Days 5 Reg wk Hrs 53 hrs Reg Wk Day X Reg Wk Hrs X

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay Regular rate.

9. Employment policy
   Empl. mgr. X Oth. centr. method Manager Other X
   Records kept X

E.S.S. Assn

~~ry Schedule~~

et 2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside	wd	×	✓	✓	×	×	✓	—	—
1 to 2d									

11. Employees allowed to use elevators No elevator

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
1st Floor	A	~~[illegible]~~	Cmt	✓	✓	—	×	×	✓	Paddle fans	—	
Bindery												
Press Rm.												
2 Floor												
Proof Reader	B.	2	Wd	✓	✓	—	×	×	✓	✓	—	

Vent O.K. ✓

✓

Notes Workrooms clean and uncrowded.

17. Cleaning: Sweep ✓ Porter Freq. Daily.

By whom : Scrub × Freq. —

18. Natural light: Windows 3 sides and roof

Shades or awnings ✓ Shades.

In roof Monitor roof over part of building.

Glare ×

General Statement Natural light adequate in all places for daylight hours.

19. Art.light: Gen.light: Dropped with unshaded bulbs ~~about eye~~ bed.

Indiv.hang.or adj. Individual hanging over monotype and proofreading desks.

Glare From unshaded bulbs.

General statement Artificial not good but rarely necessary.

...G. S. Assn
...ry Schedule
...et 3.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Monotype Op.	A	✓	×	×	
Stand					
Press tenders	C	✓	×	×	
Both					
Bindery	C	✓	✓ (Stat forms)	✓	Bindery girls shifted and work on both sitting and standing jobs

21. Heating Overhead on first floor. Radiators on second.

22. Drinking facilities

23. Washing facilities

		Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	×												
Conven.	✓												
Bblr.san.	×												
Bblr.Unsan.	×	1st. Clerk	Basin	×	×	✓	✓	✓	✓	Paper	Cont.	–	–
Cooled	–	2d Wd.	"	✓	×	✓	✓	✓	✓	"	"	–	–
Tank	×												
Cooler	✓	1st	Shower	×	×	✓	✓	✓					
Faucet	✓												
Other													
Cup. Ind.	✓												
Cup. Com.	×												

Coils Ref. no bracket

Notes Toilet & Washroom on second floor & bathroom
Water supplied in basement with air lift system

24. Toilets: Kind Flb. Paper ✓ Instrt × Room cleaned by- Porter
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. × Sweep ✓ Freq Daily
Plbg rpr ✓ Clean ✓ Auto fl. × Freq — Scrub ✓ Freq Weekly

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1	14	×	×	×	3	5	✓	✓	✓	✓	✓	×	✓	×	×	✓	✓
2	3	×	×	×	1	5	✓	×	✓	×	✓	✓	×	×	✓	✓	✓

S. Assn.

ry Schedule
eet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch		None											

Rest		None	Cot	Chairs	Comf. Ch	Bench

Cloak	1st	—	✓	✓	×	×	×	Lokr ✓	Shlv ✓	Racks ×	Wall hk ×	Seats Bench

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. — First aid ✓ Chg. of Dr. full time — Dr. part time —
Other Mgr. No Resp. — Med. exam + Other welfare ✓

A small industrial insurance policy with a death benefit of about $300 is carried on all workers who have been employed more than 3 mo.

Tennessee

Paper Boxes

6 Schedules

11. Tennessee-Paper Boxes

✓ 3-11-5

Factory Schedule U. S. DEPARTMENT OF LABOR 372

Sheet I. AMERICAN TRI-STATE PAPER BOX CO. WOMEN'S BUREAU

1. Name of factory _____ Address _____

2. Product Paper Boxes City MEMPHIS, TENN.

3. Person inter. AR Dietrich Pos. Mgr. Agent C.E.P.

Person inter. x Pos. x Date 3/9/24

4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	3	13	16	Men			
Women	7	8	15	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	10	21	31	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.15	5.45	30	x	10 ✓	Day					
Sat.	7.15	12.15	x	x	5 ✓	Sat.					

Reg Wk Days 5½ ✓ Reg wk Hrs 55 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal ~~or overtime~~ Heavy at Christmas season.

7. H.W. given out x Same work done in shop —, Identical rates —

8. Wages

Length pay period Weekly Vac. without pay x With pay x

Deductions x

Bonus or commission x

Overtime pay ✓ Time & one third

9. Employment policy

Empl. mgr. x Oth. centr. method x Other Foremen.

Records kept x

Schedule

AMERICAN TRI-STATE PAPER BOX CO. MEMPHIS, TENN

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
1-4 Inside	Wood	X	✓	✓	✓	✓	✓	X	Stairway was built into each workroom.

11. Employees allowed to use elevators X
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
2nd	A	2	wood	✓	✓	X	✓	X	✓	X	X	X
3rd	B	3	cem	① X	✓	① ✓	✓	X	✓	X	X	X
4th	C	4	cem	① X	X	① ✓	② ✓	X	✓	X	X	X

Vent ok ③ X ✓ X ✓ X ✓

Notes ① Floor had many holes worn from heavy trucks
② Piles of waste material on floor.
③ Toilets ventilated into workrooms.

17. Cleaning: Sweep Porter "A" Cal Woman "BC" Freq. A 1 a day B+C 2 a D
By whom : Scrub X Freq. —

18. Natural light: "A" two sides "B C" three sides, large sash windows
Shades or awnings X
In roof X
Glare ✓ Several girls face window.
General Statement Nat light good but should have shades or curtains.

19. Art.light: Gen.light: "A B" "C" Drop lights unshaded bulbs.
Indiv.hang.or adj. Table lights in "C" had an ind light large pan reflect.
Glare ✓ Glare from unshaded bulbs.
General statement Artificial light not very good several fixtures had no bulbs, and glare.

Schedule

AMERICAN TRI-STATE PAPER BOX CO. MEMPHIS, TENN.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit Staple	A	✓	X	X	
Covering mch	17	✓	+	+	
Table work	C	✓	① ✓	✓	① Table workers had a rail along bottom of table for foot rest.
Creasing	17	✓	X	X	
Stand					
Both					

21. Heating

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓ —												
Bblr.san.	—												
Bblr.Unsan.	—	2nd	sink	✓	X	✓	X	✓	X ✓	—	—	2	1 ce W
Cooled	—	3rd	sink	X	X	✓	X	✓	X ✓	—	—	1	1 ce W
Tank	X	4th	sink	X	X	✓	X	✓	X ✓	—	—	1	1 ce W
Cooler	X												
Faucet	X												
Other	✓												
Cup. Ind.	~~X~~												
Cup. Com.	✓												

Notes

24. Toilets: Kind Plumb Paper ✓ Instrt X

Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X

Plbg rpr ✓ Clean ✓ Auto fl. X Freq —

Room cleaned by-

Sweep Porter Freq 1 ce D

Scrub Porter Freq 1 ce W

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation① out wnd	art	oth rm.	Light out wnd	art	Room cln
col	3	3	X	X	X	1	3	✓	X	X	X	X	X	X	✓	X	X	✓
col	4	5	X	X	X	1	5	✓	X	✓	X	X	X	X	✓	X	X	✓
wh	4	7	X	X	X	1	7	✓	X	✓	X	X	X	X	✓	X	X	✓

① Toilets ventilated into workroom.

AMERICAN TRI-STATE PAPER BOX CO. MEMPHIS, TENN.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X

	Cot	Chairs	Comf. Ch	Bench
Rest	X	X	X	X

								Lokr	Shlv	Racks	Wall hk	Seats
Cloak	1st	X	✓	✓	X	X	X	X	X	X	✓	X
	Hand	dry	white	dry	cold	hose		nails on wall				

26. Uniforms req. by firm X Kind — Supplied by firm —

laundered by firm — Free — Cost to girl —

27. Health service:

Hosp. X First aid ✓ Chg. of Dr. full time — Dr. part time —

Other office girl No Resp. — Med. exam — Other welfare —

Tennessee

Mattresses & Springs

3 Schedules

12. Tennessee - Springs & Mattresses

1-13-1

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Carter Bros. Mattress Co. Address Signal Mt. Road
2. Product Mattresses - Spreads - Rugs. City Chattanooga, Tenn.
3. Person inter. Mr. A. J. Carter Pos. Member of firm Agent E. E.
   Person inter. — Pos. — Date May 14, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	22	6	28	Men			
Women	23	7	30	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	45	13	58	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:00	5:00	1½	-	9	Day					
Sat.	7:00	11:45	-		4 3/4	Sat.					

Reg Wk Days 5 Reg wk Hrs 52 1/4 Reg Wk Day ____ Reg Wk Hrs ____

6. Seasonal or overtime * Much of time - quit at 4:00 o'clock and 10:45 Sat. making hours. 46½ Regular hrs, however, are 52½.
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay Same rate
9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Foremen
   Records kept X

...le Carter Bros.

Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
To Basement	Wd	×	✓	✓	×	×	✓	—	—

11. Employees allowed to use elevators No elev.
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Spreads	A	B	Cm.	✓	✓	—	×	×	✓	Fans	—	—
Rugs & Mattress Sides	B	1	Wd	✓	✓	—	×	×	✓	"	—	—
									Asc.			

Notes Building loosely constructed. Walls never painted.

17. Cleaning: Sweep ✓ Porter-Cl. Work Freq. Daily
By whom : Scrub × — Freq. —

18. Natural light: Ordinary sash on two sides

Shades or awnings ×
In roof ×
Glare ✓ Women at sewing machines faced light.
General Statement Plenty of natural light but shades needed to cut brilliancy.

19. Art.light: Gen.light: Unshaded drop lamp bulbs.
Indiv.hang.or adj. ×
Glare ✓ From unshaded bulbs.
General statement Artificial lighting generally poor - also inadequate

Carter Bros.

edule

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
M. A.	A+H	✓	×	×	
Stand					
Makers	D	×	+	✓	
Cutter	D	×	+	✓	
Inspector	D	×	+	✓	
Both					

21. Heating Stove in back workroom. - Basement wk. rm. probably cold.

22. Drinking facilities

23. Washing facilities

		Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	×												
Conven.	✓												
Bblr.san.	×												
Bblr.Unsan.	×	1	Sink	×	×	✓	×	×	✓	-	-	2	Daily
Cooled	—	White in toilet rm.											
Tank	✓												
Cooler	Iced in Sum.	1	Sink	×	×	✓	×	×	✓	-	-	3	week
Faucet	—	for	Colored										
Other	—												
Cup. Ind.	—												
Cup. Com.	—												

Notes

24. Toilets: Kind Plbg Paper ✓ Instrt — Room cleaned by- Col. maid
Seat rpr ✓ Clean ✓ Hand fl. × Seat fl. ✓ Sweep ✓ Freq Daily
Plbg rpr ✓ Clean × Auto fl. × Freq — Scrub × Freq no regular schedule

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
White	1	23	×	×	×	1	23	✓	✓	✓	×	×	✓	×	✓	✓	✓	✓
Col.	1	7	×	×	×	1	7	✓	✓	✓	×	✓	✓	×	× Wk Rm	✓	✓	✓

Carter Bro.

Schedule

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch			None										

								Cot	Chairs	Comf. Ch	Bench
Rest			None								

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
W	1	toil	✓	✓	✓	✓	✗	✗	✓	✗	✓	Bench
Cl.	1	"	✓	✓	✓	✓	✗	✗	✗	✗	✓	Chair

26. Uniforms req. by firm ✗ Kind — Supplied by firm —

laundered by firm — Free — Cost to girl —

27. Health service:

Hosp. — First aid ✗ Chg. of Dr. full time — Dr. part time —

Other — No Resp. — Med. exam — Other welfare —

3 — 13 — 2

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Ross Spring Mattress Co Address 767 Kentucky St
2. Product Bed springs & mattresses City Memphis Tenn.
3. Person inter. Mr. A.A. Weising Pos. Supt Agent CEP
   Person inter. x Pos. x Date 2/12/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	20	36	56	Men			
Women	6	3	9	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	26	39	65	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.30	5.30	1/2	x	9 1/2	Day					
Sat.	7.30	12.00	x	x	4 1/2	Sat.					

Reg Wk Days 5 1/2 Reg wk Hrs 52 Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime Busy in the fall.
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X
9. Employment policy
   Empl. mgr. X Oth. centr. method Supt Other —
   Records kept X

Rose Spring Mattress

...hedule

2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
1-2 Inside	wood	X	✓	✓	X	X	✓	—	—

11. Employees allowed to use elevators —

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Stitching	A	1	wood	✓	✓	—	X	X	✓	Buzz	X	—
Assemble	B	2	wood	✓	✓	② ✓	① ✓	X	✓	③ ✓	X	—

✓ ok ✓ ✓

③ Heating unit turned into ventilating system in summer exhaust

Notes "A" Workroom very orderly neat.

① "A" Aisles obstructed by piles of supplies and product.

② "B" Girls on assembling had platforms to stand on.

③ "B" Round airshafts cut into roof. Also two small skylights.

17. Cleaning: Sweep Colwoman Freq. 1 ce D

By whom : Scrub Colwoman Freq. 2 ce W

18. Natural light: "A" Large sash on two sides. "B" Small sash on two sides and next to other building

Shades or awnings X

In roof ✓ "B" two small skylights in roof.

Glare X Women donot face light

General Statement "A" Nat light good. "B" Nat light not very good needed art. all time on some jobs in center of workroom.

19. Art. light: Gen. light: Gen. electric large pan reflectors.

Indiv. hang. or adj. X

Glare X

General statement Artificial light app. ok.

Schedule Rose Spring Mattress
3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Mch. Opr.	A	✓	X	X	
Stand					
Assemble	X	—	—	—	
Both					

21. Heating Overhead hot air unit heaters.

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	① ✓ —		
Bblr.san.	—		
Bblr.Unsan.	—	1st	Basin
Cooled	—	2nd	Sink
Tank	✓		
Cooler	X		
Faucet	✓		
Other	X		
Cup. Ind.	X		
Cup. Com.	✓		

Same

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public										
Conven.										
Bblr.san.										
Bblr.Unsan.	X	X	✓	X	✓	X	—	—	—	—
Cooled	✓	X	✓	X	X	X	—	—	—	—

Notes ① Girls on first have to go to second floor.

24. Toilets: Kind Plunk Paper ✓ Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X Sweep Colwoman Freq 1 ea D.
Plbg rpr ✓ Clean ✓ Auto fl. X Freq — Scrub Colwoman Freq 2 ea W.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1st	6	X	X	X	1	6	✓	X	X	X	✓	✓	X	X	✓	✓	✓
2nd	3	X	X	X	1	3	✓	X	X	X	✓	✓	X	X	✓	✓	✓

Schedule Rose Spring Mattress
4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

								Cot	Chairs	Comf. Ch	Bench
Rest	1st	F	✓	✓	✓	✓	X	✓	X	X	X

								Lokr	Shlv	Racks	Wall hk	Seats
Cloak	1st	F	✓	✓	✓	✓	X					
								X	X	X	① ✓	X

Combined with rest room - toilet. ① nails around wall

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ① ✓ Chg. of Dr. full time X Dr. part time X
Other Dept No Resp. X Med. exam X Other welfare X

① 1st aid oil of salts + grease.

✓ 3/6 T 13-3

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory N. S. Bedding Co. Address 1047 Florida Ave
2. Product Mattresses & Springs City Memphis - Shelby
3. Person inter. Mr. J. R. Haas Pos. Pres. Agent E. T. Best
   Person inter. — Pos. — Date 3/11/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	30	36	66	Men			
Women	13	9	22	Women			
Girls	—	—	—	Girls			
Boys	—	—	—	Boys			
Total	43	45	88	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7	5 30	30	—	10 ✓	Day					
Sat.	7	12	—	—	5 ✓	Sat.					

Reg Wk Days 5 2 ✓ Reg wk Hrs 55 ✓ Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime Pretty even - no overtime for women

7. H.W. given out X Same work done in shop X Identical rates X

8. Wages
   Length pay period 1 wk Vac. without pay X With pay X
   Deductions X
   Bonus or commission X Task system in bed dept. Paid by amount produced after task is completed
   Overtime pay X None for women

9. Employment policy
   Empl. mgr. X Oth. centr. method Employ. Other X
   Records kept X

...S. Bedding Co.
...chedule
...2.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					
None									

11. Employees allowed to use elevators None

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
North	A	1	cement wood	✓	✓	~~[illegible]~~ note	X	X	✓	fan	—	✓
South	B	1	cement	✓	✓	—	X	X	✓	"	—	✓
Dining room	C	1	wood	✓	✓	—	X	X	✓	"	—	✓

Notes/3 - Considerable lint in rolls on floor & mattress making room - only 3 women in this room - Around tables where mattresses are made floors are covered with wood, except when springs are tested by begging women - they stand on cement

17. Cleaning: Sweep Porter Freq. constantly

By whom : Scrub X Freq. X

18. Natural light: Windows on 3 sides of A. B. on 1 side of C

Shades or awnings Corrugated glass

In roof Monitor roof over both main (A. B.) workrooms

Glare A few stitches face windows on north side

General Statement daylight excellent - artificial would be seldom needed

19. Art.light: Gen.light: Overhead hanging bulbs unshaded

Indiv.hang.or adj. X

Glare light too low & high

General statement Stitchers should probably have individual light & frosted bulbs - other rooms would be better

Bedding Co.

Schedule

No. 3.

20. Occupations

	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit 15 Stitchers	wooden	✓	X	X	Wooden chairs with rush seats
2 Col "	stools	✓	X	X	
Stand					
Packers	X	—	—	—	
Inspectors	X	—	—	—	
Both					

21. Heating Radiators along walls

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	✓	1st	wood
Cooled	✓	1st	
Tank	X		Germ
Cooler	X		
Faucet	X		
Other	X		
Cup. Ind.	X		
Cup. Com.	X		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public										
Conven.										
Bblr.san.										
Bblr.Unsan.	X	X	✓—	✓	✓	X	—	—	—	—
Cooled	X	X	X	X	✓	X	—	—	—	—
Tank										
Cooler										
Faucet										
Other										
Cup. Ind.										
Cup. Com.										

Notes

24. Toilets: Kind Pby Paper ✓ Instrt ✓ Room cleaned by- Porter

Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. — Sweep ✓ Freq daily

Plbg rpr ✓ Clean ✓ Auto fl. — Freq — Scrub ✓ Freq occasionally

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
	1	13	—	X	X	9	4	✓	✓	✓	X	✓	~~X~~	X	wash	✓	✓	✓—
Col	1	9	—	X	X	1	9	X	X	X	X	X	X	X	wash	X	✓	X

W. toilet ventilated in 6 wash rm when there is a window

Facilities. U. S. Bedding Co.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs		Comf. Ch		Bench

Cloak								Lokr	Shlv	Racks	Wall hk		Seats

26. Uniforms req. by firm X Kind _____ Supplied by firm _____

laundered by firm _____ Free _____ Cost to girl _____

27. Health service:

Hosp. X First aid kit Chg. of Dr. full time X Dr. part time X

Other X No Resp. X Med. exam X Other welfare X

27. Sponge & a remedy for burns & disinfectant

Tennessee

Bags

5 Schedules

13. Tennessee - Bags

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Chase Bag Co. Address factory - New South Memphis Office - Falls Bldg.
2. Product Bags. Cotton + Burlap. City Memphis Tenn.
3. Person inter. Mr. Bussen. Pos. Factory Mgr. Agent H.T.H.
   Person inter. Mr. Bond. Pos. Office Mgr. Date 3-12-25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	29	6	35	Men			
Women	52 ~~53~~	33	85 ✓	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	81	39	120	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.30	5	30 min	X	9 ✓	Day					
Sat.	7.30	12.30	X	X	5 ✓	Sat.					

Reg Wk Days 5 1/2 ✓ Reg wk Hrs 50 ✓ Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime Busy May - Dec running 50 hrs. Rest of year running 40-45 hrs. slack - few orders.
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period wkly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X
9. Employment policy
   Empl. mgr. X Oth. centr. method Supt. Other X
   Records kept ✓

~~ry~~ Schedule
et 2. ~~Amer~~ Chase Bag Co
Memphis Tenn

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside 1-2	wood	X	✓	✓	X	X	✓	X	

11. Employees allowed to use elevators ~~X~~ freight only.
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	Vent O.K.
① Cut + Sew.	A	1	cem.	✓	✓	X	X	X	✓	X	X	X	✓
Col. worn. Tow	B	1	cem	✓	✓		X	X	② ✓	X	X	X	✓
Print.	C	1	cem	✓	✓	plat forms	X	X	✓	X	X	X	✓
Burlap Bags Sew.	D	2	wood.	✓	✓	X	X	X	✓	X	X	X	✓

Notes ① An L shaped room, large airy. ② 4 vents in ceiling, no exhaust fan ~~exhaust fan~~ in next room large opening between so it helps B.
For the sewing machines - all power was under the floor so there was no danger. All needles were guarded.

17. Cleaning: Sweep porter Freq. 8-4 X D.
By whom : Scrub X Freq. Work is not dirty.

18. Natural light: A - big sash wind 1 side. B - 2 sides C - 2 sides = sash windows = to Muslin factory windows. so many & so large. D modern factory windows.
Shades or awnings ✓ wherever needed
In roof ✓ D monitor roof - windows painted.
Glare X
General Statement Light excellent.

19. Art. light: Gen. light: ceil. pan refl. + clear ribbed shades.
Indiv. hand. or adj. A - high. C. adj. long shades very good.
Glare X
General statement Lighting very good. Much thought had been put into the lighting. On each printing press was a light with long shades adjustable so light could be thrown on diff parts of machine.

...tory Schedule
Sheet 3.

20. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit Cut.	C	✓	—	X	① Had pads on the stools, to make them more comfortable, bar under machine made a comfortable foot rest, when it was wanted. Many large benches, so clippers could sit down when not busy.
Sew.	C ①	✓	bar under mach. ②	X	
Stand clippers	g ③	✓	—	—	
Both Turn	g	✓	—	X	
print	C	✓	—	X	
	D	✓	box	✓	

21. Heating Hot air A+B. Steam C+D. overhead all of it.

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	✓	1	trough 8 fixtures
Cooled	✓	1	Sink 2 "
Tank	✓ ②	2	Sink 2 "
Cooler	X		
Faucet	✓ ①		
Other	X		
Cup. Ind.	X		
Cup. Com.	X		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Bblr.Unsan.	X	X	✓	X	X	X	—	—	—	—
Cooled	X	X	✓	X	X	plenty of bag towels can have all they want to use.				
Tank	X	X	✓	X	X					

Notes ① this was in room D, which is just being started, ~~as~~ a burlap bag room. Not complete yet. Will put in Sanitary fountain very soon ② In Locker room.

24. Toilets: Kind flush Paper ✓ Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. ✓ Sweep porter Freq 2 a D.
Plbg rpr ✓ X-1 ① Clean ✓ Auto fl. X Freq — Scrub porter Freq 3 a W.

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs ④	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
wh.	1	32	X	X	X	6	6	✓ D	✓	✓	cem	✓ D	✓	X	wh. rm.	✓	✓	✓
wh.	1	20	X	X	X	3	7	✓	✓	✓	cem	✓	✓	✓	X	✓	✓	✓
Col.	1	33	X	X	X	2	17	✓	✓	✓	cem	X	X	X	store Rm	X	✓	X

① one bowl in Col. Toilet was leaky, floor wet. Supt. says they want to move this toilet room so there will be an outside window. Will be lighter and easier to keep clean. ② Drains in all floors

Factory Schedule
Sheet 4. Chase Bag Co
Memphis Tenn.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
(1) Lunch								x	x	x	x	x	x

Rest	Cot	Chairs	Comf. Ch	Bench
	x	x	x	x
	In hospital room.			

White (2) Cloak	1	x	✓	✓	✓	x	kept locked	Lokr	Shlv	Racks	Wall hk	Seats
								✓	x	x	x	✓
Col- Hang around in wh room								x	x	x	✓	x

26. Uniforms req. by firm x Kind unionalls (1) Supplied by firm x buy at cost
laundered by firm x Free x Cost to girl $2.00 each.

27. Health service:
Hosp. (1) ✓ First aid x Chg. of Dr. full time x Dr. part time x
Other One girl No Resp. x Med. exam x Other welfare x (2)

25-(1) Had a very nice lunch room. But when hard times struck them, had to give it up. Have the equipment stored and hope to start it again before long

25-(2) A large airy pleasant room.

26-(1) Not required by firm but girls around machines in printing room are encouraged to wear them. Firm buys them & girls get them from firm at cost.

27.-(1) Well equipped room. cot and all necessary supplies very convenient This room is used also by the American Finishing Co.

(2) Not at present. Did have a welfare worker at one time, and hope to again some day. Have a very nice grass court, where the women play base ball. Y.W.C.A. workers come once per wk.

General Notes:

Very excellent attitude of mind here. The Pres of the corporation - 8 diff firms - voluntarily reduced from 10 - 9 hr. day with no reduction of wages. And said he hoped the day would come soon when every firm would be compelled to go on an 8 hr. day basis, & their firms would be the first ones to do so.

3-1-2

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory MM Bosworth Company Address 1067 Fox St.
2. Product Jute Bags City Memphis Tenn.
3. Person inter. R H McKay Pos. Mgr. Agent C & P
   Person inter. E L Gustafson Pos. Supt. Date 3/16/20
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	6	26	32	Men	1	1	2
Women	36	21	57	Women	X	8	8
Girls	X	X	X	Girls	X	X	X
Boys	X	X	X	Boys	X	X	X
Total	42	47	89	Total	1	1	10

99

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
	col. 700	530	1/2	X	10		night				
wh	~~Day~~ 730	500	1/2	X	9	Day	700	530	1/2	X	10
	col → 700	1200		X	5						
wh	~~Sat.~~ 730	1200	X	X	4 1/2	Sat.	—	—	—	—	—

wh + white hours different

Reg Wk Days 5 1/2 Reg wk Hrs col → 55 wh → 49 1/2 Reg Wk Day 5 Reg Wk Hrs 50

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X

9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Supt + Foreman
   Records kept X

M. M. Bosworth Co

~~Factory Schedule~~
Sheet 2.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					
	All on one floor								

11. Employees allowed to use elevators —
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent ok
Workroom	Code	Fl.	Mat.	Rpr.	Cln. (1)	Other	Obst. (2)	Nar.	Nat.	Artif	Special problem	Problem	
Sew & Sort	A	1	cem	✓	X	—	✓	X	✓	X	(3) lint	X	X
(3) A great deal of lint in the air, air seemed close & heavy. Needs artificial ventilation.													

Notes (1) Floor had rolls of lint from jute and waste from mahus, wires from bag bundles swept once a day but not enough. (2) Obstructed by piles of bags agent had to walk over them to get about.

17. Cleaning: Sweep Porter Freq. 1 ce Day
By whom : Scrub X Freq. —

18. Natural light: Sash windows on three sides

Shades or awnings X
In roof ✓ Monitor 1/2 length of room but light only on side not at top of monitor
Glare X
General Statement natural light not very good room too large for size of windows

19. Art.light: Gen.light: General electric lighting unshaded bulbs
Indiv.hang.or adj. ✓ One individual light over printing press forge
Glare X
General statement Artificial light not very good light high, and weak candle power

Schedule M M Benwoth Co
Sheet 3.

20. Occupations

	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Sew + mend	C	✓	X	X	
Stand					
Inspect	X	—	—	—	
Iron					
Measure					
Both					

21. Heating

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓												
Bblr.san.	X												
Bblr.Unsan.	✓	/	Basin	X	X	✓	X	X	X	—	—	—	—
Sum Cooled	✓	/	Basin	X	X	✓	X	X	X	—	—	—	—
Tank	X												
Cooler	X												
Faucet	X												
Other	X												
Cup. Ind.	X												
Cup. Com.	X												

Notes

24. Toilets: Kind Plumb Paper ✓ Instrt X
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X
Plbg rpr ✓ Clean ✓ Auto fl. X Freq —

Room cleaned by-
Sweep col girl Freq 1 ce day
Scrub col girl Freq 1 ce day

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
col	1	X	X	X	1	21	✓	✓	✓	✓	✓	X	X	✓	X	✓	✓
wh	1	X	X	X	4	9	✓	✓	✓	✓	✓	X	X	✓	X	✓	✓

① no windows workroom

Schedule M M Beswick Co
eet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch		Bench

Cloak	/	✓	✓	✓	X	✓	X	Lokr	Shlv	Racks	Wall hk	Seats
								✓	✓	X	X	✓

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid kit Chg. of Dr. full time X Dr. part time X
Other office No Resp. X Med. exam — Other welfare —

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Bemis Bros. Bag Co. Address
2. Product Cotton and Burlap Bag City Memphis, Tenn.
3. Person inter. E. R. Bailey Pos. Gen Mgr. Agent E.B. & E.E.
   Person inter. Bampte, Miss L.E. Pos. Employt. Mgr. Date March 13, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	44	14	58	Men			
Women	81	2	83	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	125	16	141	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:30	5:00	½ h	—	9 ✓	Day					
Sat.	7:30	12:30	-	—	5 ✓	Sat.					

Reg Wk Days ~~6~~ 5½ Reg wk Hrs 50 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime Present is slack season. Have not operated at full capacity for many months.
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission Tasks set in prtg. dept. and if completed in less than stipulated time, value of time saved is shared by mgt. & employees - later receiving a bonus
   Overtime pay Regular rate - [Also a premium of 5 & 20% based on annual earnings on length of service.]
9. Employment policy
   Empl. mgr. ✓ Oth. centr. method X Other X
   Records kept ✓

Memphis

Schedule

Sheet 2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes Also, fire escapes.
Fire tower	Wood	X	✓	✓	X	X	✓	—	Wide and clean.
Inside 1st 5th floors									Fire-proof doors separating stairway from workroom.
*W. R. Rm.	Wd	X	✓	✓	✓	X	✓	—	

* Only used for inter communication between 4th and 3d floors.

11. Employees allowed to use elevators X

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Printing bag		3	Wd	✓	✓		X	X	✓	X	—	(
Jute bag		4	"	✓	✓X		X	X	✓	X	Lint	(note).
Cotton bag		5	"	✓	✓		X	X	✓	X		

Notes Jute bag room's floor was covered with fibre and lint but a man was constantly sweeping. Much lint in air in Jute Dept., but probably unavoidable. In cotton bag room a fine white substance from the dressing in bag material was in the air and was sufficient to make floor slightly slippery. White substance found especially near turnes.

17. Cleaning: Sweep ✓ Porter Freq. Continuously

By whom : Scrub X Freq. —

18. Natural light: Sash windows on three sides.

Shades or awnings South and west windows had heavy curtains.

In roof X

Glare X

General Statement Natural light adequate

19. Art.light: Gen.light: Pan shaded lights in ceiling.

Indiv.hang.or adj. One drop cord shaded light to every two girls at sewing mchs.

Glare No glare from drop cord lights, lights were above eyelevel.

General statement In printing room drop cord lights back of machines as well as general lights.

Lighting good.

Memphis

ory Schedule
heet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit Sewing Mch. Operators	Adj	✓	×	×	Good ~~adjustable~~ chairs; backs and height of seat adjustable.
Stand Snippers	Stools	×	×	×	A few metal stools where standing around on each floor but not a sufficient number for general use of girls
Bag turners	"	×	×	×	
Printers	×	×	×	×	
Both					

21. Heating Pipes overhead on fourth, fifth floor; along the walls 2d. - Apparently O.K.

22.

Drinking facilities		Floor	Kind
Public	×		
Conven.	✓		
Bblr.san.	✓		
Bblr.Unsan.	—	2d	Wash & Locker Rms.
Cooled	×		
Tank	—		
Cooler	—	3d	Sink
Faucet	—	5th	"
Other	—		
Cup. Ind.	—		
Cup. Com.	—		

23.

Washing facilities	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Floor										
Kind										
2d Wash & Locker Rms.										
Basins	×	×	✓	✓	✓	✓	Lines	1 wk	×	—
Sink	✓	×	✓	×	✓	—	—	—	—	
5th "	×	×	✓	×	✓	—	—	—	—	

Notes Also two showers in wash room. Basins did not have stoppers so much like troughs.

24. Toilets: Kind Plbg Paper ✓ Instrt ✓ Room cleaned by- Porter
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. — Sweep ✓ Freq See Daily
Plbg rpr ✓ Clean ✓ Auto fl. × Freq — Scrub ✓ Freq Daily

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
* 2	✓	—	—	—	2	*	✓	×	✓	✓	×	×	×	Wash Rm.	×	✓	✓
4	✓	—	—	—	2	25	✓	✓	✓	✓	×	×	✓	Wk	×	✓	✓
5	✓	—	—	—	2	15	×	✓	✓	✓	×	×	✓	Rm	×	✓	✓

* No toilet on 3d floor - Printing dept. - Only 7 or 9 girls here and inlet & washers on floor below.

Toilets in wash rooms for general use of women. All service facilities as cafeteria, restrooms, first aid rms. on 2d floor.
Toilets clean - Bad feature that all ventilated into wk. rm. + had no outside ventilation.

Memphis
Schedule
Sht 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch	Wd	—	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	—

Rest								Cot	Chairs	Comf. Ch		Bench
	Wd.	—	✓	✓	✓	×	✓	✓	✓	—		—
			Only used for illness.									

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	Wd	Wash Rom	✓	✓	✓	✓	✓	✓	—	—	—	Bench

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. ✓ First aid ✓ Chg. of Dr. full time — Dr. part time ✓
Other — No Resp. — Med. exam ✓ Other welfare —

Doctor is in plant every day.
First aid room equipped with dentist chair and supplies. A dentist is employed at an hourly rate varying from $2 to $5 an hour. The employees are allowed to have work done during working hours and pay for time given them by dentist and materials used.

Safety committees organized among employees were said to function very well by employt mgr.

Strains :- Bag sewers worked at an intense speed. Practically machine studies - feeding bags to the needle guiding the bags slightly around the corners.

Jute room full of lint; and jute or burlap bags heavy to handle and a very long reach for snippers and turners was necessary. Snippers seem strained and speeded in both depts. One snipper to two machines and snipping and handling of bags required a peculiar motion which must be extremely fatiguing.

4-1-4

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Werthan Bag Co. Address 1200 Clinton Ave
2. Product Burlap & Cotton Bags City Nashville, Tenn.
3. Person inter. Joe Werthan Pos. Sec'y & treas Agent E. E.
   Person inter. N. R. Johnson Pos. Timekeeper Date March 31, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	125	26	151	Men			
Women	182	×	182	Women			
Girls	×	×	×	Girls			
Boys	×	×	×	Boys			
Total	309	26	335	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:00	5:15	30'	—	9 3'	Day					
Sat.	7:00	12:15			5 1'	Sat.					

Reg Wk Days 5 | ~~29 34~~ Reg wk Hrs 54 ✓ Reg Wk Day × Reg Wk Hrs ✓

6. Seasonal or overtime June & July heaviest production.
7. H.W. given out × Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk. Vac. without pay × With pay ×
   Deductions ×
   Bonus or commission Production bonus - Press feeders from one hand to two. To equalize rate when work is changed in stitching and trimming operations.
   Overtime pay Regular rate
9. Employment policy
   Empl. mgr. × Oth. centr. method × Other Foremen
   Records kept ×

...g - Nat.

...chedule

...

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside	Wood	✓	✓	✓	×	×	✓	–	Only a single inside stairway at end of bldg. - Fire hazard due to materials considerable.

11. Employees allowed to use elevators × Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Printing	A	2	Wd	✓	✓	–	×	×	✓	×	–	Vel. ✓
White Bags	B.	2	"	✓	✓	Dust	×	✓	✓	×	Dust	✓
Burlap "	C.	2	"	✓	×	Lint	×	×	✓	✓	Lint	×
Patching	D.	2	"	✓	×	"	×	×	✓	✓	"	×
	Toilets vent. into workroom but rooms so large that it had little appreciable effect on wk. rooms.											

Notes In burlap room had paddle fans of home construction - two paddles revolving vertical about 10 feet apart along one side of rm. Heavy lint covered everything in burlap rom. Mchs. had shield to protect them from lint. No hoods or exhaust. Pe. a day in white & pstg.

17. Cleaning: Sweep ✓ Porter Freq. 2 ce a day in burlap rm.
By whom : Scrub × Freq. –

18. Natural light: Windows on two sides - ordinary sash.

Shades or awnings ×
In roof Monitor roof over burlap section.
Glare Some of stitchers and most of patchers were facing windows.
General Statement Light adequate.

19. Art.light: Gen.light: Pan reflectors on drop cord lights in pstg rm. & over bag tucking mchs.
Indiv.hang.or adj. Unshaded bulbs for stitchers & patchers
Glare From unshaded bulbs.
General statement Artificial lighting poor. (Stitchers near windows so ordinarily do not need artificial light).

Bag - Wpd.

Schedule

et 3.

6. Occupations	Seats Kind	Seats No. o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stichers	C	✓	×	✓	Stichers the only workers sitting and they had stools with hard seats and without backs.
Stand Press-feeders	None				
Turners	C	×	–		Only few stools scattered around for other workers.
Clippers	C	×	–		
Inspectors	C	×	–		
Both					Girls were sitting on table and piles of bags.

21. Heating Pipes along wall.

22. Drinking facilities

		Floor	Kind
Public	×		
Conven.	For some		
Bblr.san.	×		
Bblr.Unsan.	×	Wd.	1 Sinks w locker room.
Cooled	—		
Tank	✓ Fcdn		
Cooler	—		
Faucet	×		
Other	×		
Cup. Ind.	—		
Cup. Com.	✓		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	×	×	×	×	×	×	—	—	—	—

Notes Washing facilities provided only in locker room, - none in or near toilet or workroom.

24. Toilets: Kind Pllg Paper × Instrt × Room cleaned by- Porter
Seat rpr ✓ × Clean × Hand fl. ✓ Seat fl. — Sweep ✓ Freq Daily
Plbg rpr ✓ Clean × Auto fl. × Freq — Scrub × Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
2d	190	×	×	×	4	45	✓	✓	✓	×	✓	×	×	✓	×	✓	×
2d		×	×	×	1	100 "Not"	✓	×	✓	×	×	×	×	✓	×	✓	×

Newspaper was used for toilet paper and the floor was littered inches deep with paper.

Toilet room opened from press room - near entrance to room. It had 4 seats - A small 3×3 compartment with a toilet seat was provided in one corner of burlap room in which about 100 girls were working.

...ag. Nash.
... Schedule
...t 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch		None											

Rest	None	Cot	Chairs	Comf. Ch		Bench

Cloak	2d	Wash Rm.	×	✓	✓	×	×	Lokr ✓ Noa	Shlv ×	Racks ×	Wall hk ×	Seats Bench.

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl

27. Health service:
Hosp. First aid ✓ Chg. of Dr. full time — Dr. part time —
Other ~~Supt~~ Timekeeper & No Resp. — Med. exam — Other welfare ×

Lockers shared by several girls - wooden - no shelves inside - merely a row of nails.

Most of girls in lunch room wear caps to protect air from lint and dust.

In cotton bag room - floor - machines - lights and women were covered with fine white powder coming from the dressing or filler which the bag materials are passed through, ~~&c~~ before rolling and stitching.

Machine needles guarded.

All work of women seemed speeded and strenuous.

Turner loading machines stood on narrow platforms without any guards to prevent falling.

✓ 4-1-5

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Morgan & Hamilton Bag Address 1400 - 8th Ave No
2. Product Flour sugar & cement bags City Nashville Tenn
3. Person inter. Mr. Joseph Morgan Pos. V. Pres. Agent E. L. Best
   Person inter. Mr. Oscar Walbridge Pos. Treas & Secy Date 4/1/25
   Mr. Tom Stevens - Cashier
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	53	9	62	Men			
Women	92	—	92	Women			
Girls	—	—	—	Girls			
Boys	—	—	—	Boys			
Total	145	9	154	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7	5	30		9	Day					
Sat.	7	12	—	—	5	Sat.					

Reg Wk Days 5½ ✓ Reg wk Hrs 54 ✓ Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime None in last few years

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period 1 wk Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay Straight but almost never worked

9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Foreman
   Records kept X

Hamilton Bag Co.

Schedule

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
2 Bldg 1 or 2	wood	X	✓	✓	X	X	✓	doors open in at head of stairs	2 fire escapes - one on court - one on front - straight ladder type
2 " " "	"	X	✓	✓	X	X	✓		

11. Employees allowed to use elevators X only for freight

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Stitching	A	3rd	wood	✓	✓	—	X	X	✓	* ✓	—	—
Printing	B	2nd	"	✓	✓	—	X	X	✓	X	—	

Notes * Wall exhausts at each end of A work room

17. Cleaning: Sweep Co Freq. daily at closing time

By whom : Scrub " Freq. 2nd mo.

18. Natural light: Windows on 3 sides of A B — B. darker on account of printing machines

Shades or awnings X

In roof X

Glare X Bldg does not face windows east or north side

General Statement Good

19. Art.light: Gen.light: a few overhead drop lights unshaded

Indiv.hang.or adj. ✓ for stitchers + feeders non-adj. unshaded bulbs

Glare ✓

General statement Not insufficient but badly shaded (or rather not shaded) and placed

Hamilton Bag Co.

Schedule

3.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stitchers	stool	✓	X	✓	Stitchers had an occasional
Bag makers	chairs seat	mixed ✓ wood back	X	X	case & rest on foot or bar
					some pregnant twisted it
Stand Counting	stool	✓	X	X	around rungs of stool
Folding	X	—	—	—	
turning	X	—	—	—	
cutting-off	X	—	—	—	
Both	collapsible stools		X	X	
Feeding	"	"	X	X	
Take-off					

21. Heating pipes along wall

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Washing facilities: Share with M	Share with P	Cln	Hot water	Soap	Towels: Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓												
Bblr.san.	X												
Bblr.Unsan.	X	2nd	fair condition	X	X	✓	X	✓	✓	~~rubber~~	~~2ce wkly~~	4	2ce wkly
Cooled	—	3rd	2 " "	X	X	✓	X	✓	✓	~~X~~	~~X~~	3	" "
Tank	—												
Cooler	—												
Faucet	✓												
Other	X												
Cup. Ind.	✓ not provided												
Cup. Com.	bottle near												

Notes Iron sinks for washing in work rooms near toilets
Iron cups for drinking in hall

24. Toilets: Kind Ott. Paper ✓ Instrt X Room cleaned by- Patrl
Seat rpr ✓ Clean X Hand fl. — Seat fl. ✓ Sweep* ✓ Freq daily
Plbg rpr ✓ Clean X Auto fl. — Freq — Scrub* ✓ Freq 3ce wk

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
2nd	2				1	13	X	X	✓	✓	✓	✓	X	X	✓	X	X
3rd	2				1	33	X	X	✓	✓	✓	✓	X	X	✓	X	X

* The forewoman said they were swept daily & scrubbed 3ce week but certainly from the old debris, neither of these statements were true

Hamilton Bag Co.

Schedule
4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest	Cot	Chairs	Comf. Ch	Bench

Cloak	2nd	X	X	✓	✓	X	X	Lokr X	Shlv ✓	Racks X	Wall hk ✓	Seats X
2a	3rd	X	X	✓	✓	X	X	X	✓	X	✓	X

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid X Chg. of Dr. full time — Dr. part time —
Other — No Resp. — Med. exam — Other welfare —

Tennessee

Cotton Goods

7 Schedules

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14. Tennessee-Cotton Goods

2-14-2

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory CHEROKEE SPIN. CO Address —
2. Product [illegible] City Knoxville, Tenn
3. Person inter. N. G. Thomas. Pos. Pres. & Manager. Agent E.E.
   Person inter. _____ Pos. _____ Date April 9
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	147	9	156	Men	106	5	111
Women	145	17	162	Women	52	10	62
Girls	×	×	×	Girls	×	×	×
Boys	×	×	×	Boys	×	×	×
Total	292	26	318	Total	158	15	173

491

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7	5:30	1/2	—	10	Day	6:00	4:30	1/2	—	10
Sat.	7	12	—		5	Sat.	—	—	—	—	

Reg Wk Days 52 Reg wk Hrs 55 Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime × Weave room closed 6 weeks for all weavers and 10 wks for most. Spinning room closed one week for all and worked shorter time for about 6 wks.
7. H.W. given out × Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk Vac. without pay × With pay ×
   Deductions Spoiled work
   Bonus or commission ×
   Overtime pay × No overtime - straight time of ~~this~~ should be.
9. Employment policy
   Empl. mgr. × Oth. centr. method × Other Overseers.
   Records kept ×

SPIN. 60
Schedule
Sheet 2.

10. Stairways: —

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Stair-tower	Wd.	×	✓	✓	×	×	✓	—	Very wide and light stairways

11. Employees allowed to use elevators No elevator
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	Vent O.K.
Carding	A	2	Wd	✓	✓	—	×	×	×	✓	—	Intake ventilation at roof.	✓
Spin.	B	2	"	✓	✓	—	×	×	×	✓	—		✓
Weave	C	2	"	✓	✓	—	×	✓	✓	✓	—		✓
Cone-wind	D	1	"	✓	✓	—	×	×	✓	✓	—		✓
Cloth	E	1	"	✓	✓	—	×	×	✓	✓	—		✓

Notes A force of 17 colored women in daytime and 10 at night and constantly busy sweep and scrubbing. Mill exceptionally clean.

17. Cleaning: Sweep ✓ Col. sweepers Freq. Continuously
By whom : Scrub ✓ " " Freq. Daily
18. Natural light: Sash windows in card & spin rooms, in two spin rooms upper sash translucent. Modern factory in weave on three sides; one side in cone winding room.
Shades or awnings ✓ Canvas drawe curtains in weave and cloth room.
In roof Saw tooth roof in weave room. Monitor-like opening in spinning & card room.
Glare ×
General Statement Excellent natural light except in cone winding room where there were only windows on one side.
19. Art.light: Gen.light: Drop lights with shades.
Indiv.hang. ~~or ant~~. In cloth room - did not shine in eyes.
Glare ×
General statement Artificial lighting good. All lights well placed and close together.

...ORTIN. 90

...ory Schedule
...heet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					A few waste boxes in spinning room but practically nothing to sit on.
Inspectors-Cloth room.	Indiv. Bench	✓	×	×	
Stand					
Winders + Spooler	×	×	–	–	
Speeder - Spinner.					
Weaver.					
Both					

21. Heating Overhead + pipes along wall. In card + spinning room heated washed air.

22. Drinking facilities

23. Washing facilities

	Old mill	New mill	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	×	×												
Conven.	✓	✓												
Bblr.san.	✓	×												
Bblr.Unsan.	×	✓	1+2	Troughs	×	×	✓	✓	✓	×	–	–	–	
Cooled	✓	✓		in or										
Tank	–	–		near										
Cooler	–	–		every										
Faucet	–	–		toilet rm.										
Other	–	–												
Cup. Ind.	–	–												
Cup. Com.	–	–												

Notes Sanitary hubbers in new part of mill - weave, warp and cloth room.

24. Toilets: Kind Plbg. Paper ✓ Instrt. × Room cleaned by- Col. Maids
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. ✓ Note Sweep ✓ Freq daily
Plbg rpr ✓ Clean ✓ Auto fl. × Freq – Scrub ✓ Freq daily

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Card	2	13	–	×	×	2	6	×	✓	✓	✓	×	✓	×	✓	✓	✓	✓
Spin	2	50	–	×	×	2	25	×	✓	✓	✓	×	✓	×	✓	✓	✓	✓
Weave Spritt	2	32		×	×	3	10	✓	✓	✓	✓	✓	✓	×	×	✓	✓	✓
Cloth	1	3	–	×	×	3	1	✓	✓	✓	✓	✓	✓	×	×	✓	✓	✓
Cone wind. Sprtt.	1	40	–	×	×	2	20	×	✓	✓	✓	✓	✓	×	×	✓	✓	✓

Hand flush in toilets for weave and cloth rms. (new part) seat flush in other. Girls in spin room could use card room toilet as well as their own.
Night force of 62 - have adequate toilet facilities.

...ry Schedule
...eet 4.

25. Service Facilities.

Lunch	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
			None										

Rest								Cot	Chairs	Comf. Ch	Bench
	1st	—	✓	✓	✓	×	×	✓	✓	✓	✓

Cloak	Note							Lokr	Shlv	Racks	Wall hk	Seats
A	1+2	—	✓	✓	✓	×	×	×	✓	×	✓	×
B	1+2	T	✓	✓	✓	✓	×	×	✓	×	✓	✓

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ✓ Chg. of Dr. full time — Dr. part time On call
Other Supt No Resp. × Med. exam × Other welfare ×

Hygrometer in spinning and card rooms regulated 65° – in weave room about 85°.

Have a workers safety committee.

Rest and recreation room combined. Piano – rug – rocking chairs and a small library from which books can be drawn. One side of room is curtained with heavy denim behind which are two cots made up with clean light counterpanes and pillows.

In the new part of mill – weave and cloth room – the cloak room is combined with toilets. In older part, there are separate cloak rooms near toilet rooms. Separate cloak rooms for day and night shifts. All clean.

Vent All windows closed in spin & card rooms, which are ventilated by a washed air system. Exhausts carry the heat away from each window. In summer air is passed over iced pipes and in winter over steam pipes.

✓ Factory Schedule 4-14-4 6 U. S. DEPARTMENT OF LABOR 372
Sheet 1. WOMEN'S BUREAU

1. Name of factory Warioto Cotton Mills Address Nashville - Tenn
2. Product Mills & shutings for bags City 8th Ave & Hume
3. Person inter. Jno. J. Morgan Pres. Pres Agent E. L. Best
Person inter. Jno. Oscar Waldrip Pos. Sec'y & Treas. Date 1-4-25
Jno. E. J. Smith P. K
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	157	8	165	Men			
Women	138	14	152	Women			
Girls	—	—	—	Girls			
Boys	—	—	—	Boys			
Total	295	22	317	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7⁰⁰	5¹⁵	30	—	9⁴⁵	Day					
Sat.	7⁰⁰	12¹⁵	—	—	5¹⁵	Sat.					

Reg Wk Days 52 Reg wk Hrs 54 Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime No

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
Length pay period 1 wk Vac. without pay X With pay X
Deductions X
Bonus or commission X
Overtime pay X

9. Employment policy
Empl. mgr. X Oth. centr. method X Other Overseers
Records kept X

...ists Cotton Mills

Schedule

2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Card room	wood	X	✓	✓	X	X	✓	—	— 2 fire escapes
of workroom	"	X	✓	✓	X	X	✓	—	— straight ladder type

11. Employees allowed to use elevators No - freight only

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Weave	A	1st	wood	✓	✓	—	X	X	✓	X	—	Humidifiers
Spin	B	2nd	"	✓	✓	—	X	X	✓	X	**	Consist of jets
Spool room	C	2nd	"	✓	✓	—	X	X	✓	X	—	of spray from
Card	D	3rd	"	✓	X	—	X	X	✓	X	—	pipes
Annex Cloth	E	1st	"	✓	✓	—	X	X	✓	X	—	
" Dressing	F	1st	"	✓	✓	—	X	X	✓	X	—	

Dust X
✓
X
✓
✓
✓
✓

Notes *14 - Hand trucks - 15 - The heat in spin room was terrible. Dry bulb 95° W bulb 80° but it was much better in other parts of room & day floor, heat arose from warm room below - Spot & ref spin room 60% rel. humidity & weave 80%

17. Cleaning: Sweep Col Porter Freq. "constantly" but none were seen

By whom : Scrub X Floors were oil soaked Freq. X & slippery

18. Natural light: Windows on four sides card

Shades or awnings Cloth shade along southern exposure

In roof X

Glare X

General Statement Old type of bldg. & needed painting - Fair

19. Art.light: Gen.light: Bulbs hanging from ceiling with reflectors & mostly bare & three down light

Indiv.hang.or adj. In F - 1 shaded 2 not shaded

Glare In F

General statement Lighting fairly good - some effort made to have lighting properly placed & to avoid glare except in F

[illegible]tor Mills

[illegible]y Schedule

[illegible]et 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit Trasing —	cloth	✓	iron	rod	
Cutting	"	✓	board	—	do table
Stand Spin	X	X	—	—	
Spool Warp	stool	X	—	—	
Weave	& stool	X	—	—	
Tending Looms	*X	X	—	—	*1 woman had put a pillow on
Both					broken drawing can & sit on

21. Heating Overhead pipes + some wood walls

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Towels Individual Kind	Towels Individual Freq	Towels Common No	Towels Common Freq
Public	X												
Conven.	✓												
Bblr.san.	—												
Bblr.Unsan.	✓	1st	iron trough	X	X	✓	X	X	X	—	—	—	—
Cooled	X	2nd	" "	X	X	✓	X	X	X	—	—	—	—
Tank	—	3rd	" "	X	X	✓	X	X	X	—	—	—	—
Cooler	—												
Faucet	—												
Other	—												
Cup. Ind.	—												
Cup. Com.	—												

Notes 22 - Men may use women's as it is more convenient but they are not supposed to

24. Toilets: Kind Pit Paper ✓ Instrt X Room cleaned by- Porter

Seat rpr ✓ Clean X Hand fl. — Seat fl. ✓ Sweep ✓ Freq daily ?

Plbg rpr ✓ Clean X Auto fl. — Freq — Scrub ✓ Freq 3 times ?

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1st	56	X	X	X	2	28	X	X	X	X	X	✓	X	X✓	✓	X	X
2nd	60	X	X	X	2	30	X	X	X	X	X	✓	X	*✓	✓	X	X
3rd	24	X	X	X	2	12	X	X	X	X	X	✓	X	*✓	✓	X	X

hall - window is a narrow one which looks as though it were never opened

These toilets have no doors and are ceiled for only six or eight ft. The entrance faces the wall but on second floor the hall converts with school room + is a constant thoroughfare + loitering place for men - very bad arrangement

...to Cotton Mill

...ry Schedule

...eet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch			Bench

Cloak								Lokr	Shlv	Racks	Wall hk		Seats
									—	—	✓		
									—	—	✓ 4		4

26. Uniforms req. by firm X Kind — Supplied by firm —

laundered by firm — Free — Cost to girl —

27. Health service:

Hosp. X First aid X Chg. of Dr. full time — Dr. part time —

Other — No Resp. — Med. exam — Other welfare —

Factory Schedule 5-14-5 U. S. DEPARTMENT OF LABOR 372
Sheet I. WOMEN'S BUREAU

1. Name of factory Bemis Cotton Mill Address Bemis Tenn.
2. Product Coarse cotton cloth City —
3. Person inter. Mr. F. J. Young Pos. Pres. Mgr. Agent E. C. Best
Person inter. — Pos. — Date 3/18/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	378	11	389	Men			
Women	192	3	195	Women			
Girls	9		9	Girls			
Boys	7		7	Boys			
Total	586	14	600	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	6 25	5 30	* 50	—	10 1 ✓	Day					
Sat.	6 25	12 10	—	—	5 3 ✓	Sat.					

*Dec hours stand if schedule

Reg Wk Days 5 2 ✓ Reg wk Hrs 57 ✓ Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime Very seldom - occasionally one dept. an hour or two
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
Length pay period 1 wk Vac. without pay ✓ With pay X
2 weeks vacation is allowed if desired
Deductions X
Bonus or commission A bonus of 5% on earnings is given after 6 mos service - this increases 1½% with each year of service up to 20% paid every 6 mos.
Overtime pay Same as ordinary rate
9. Employment policy
Empl. mgr. — Oth. centr. method — Other Overseers
Records kept X Only so far as their hours & rest are concerned

...oar Mill

...edule

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Sing bldg									
divided	wood	X	✓	✓	X	X	✓	–	These stairs were enclosed
into 3 rooms	"	X	✓	✓	X	X	✓	–	in brick and there were
on each									fire doors leading to work
floor - stairs									rooms but stairs were not in
between 1st & 2d									towers
and 3d & 4th									
rooms									

11. Employees allowed to use elevators only for trucking

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln. ✓	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
W. Leave	A	1st	wood	✓	✓	–	+	X	windows	X	–	Temidifier
Weave	B	2nd	"	✓	✓	–	+	X	open	X	–	Boss Ha
Slash	C	2nd	"	✓	✓	–	+	X	off	✓	–	Drum head
Card	R	3rd	"	✓	✓–	–	+	X	work	X	–	which are
Spinning	E	4th	"	✓	✓–	–	+	X	rooms	✓	–	lined off
					walls & floor							wind. & automatically when a certain temp. is reached

Notes Excellent work rooms – Iron shutters + warpers. Barber-Colman 1st small to install them – began installation 8 years ago – constant changes + improvements – now have 4 warpers + 4-6 shutters just finished 30 sheeses (2 sides)

17. Cleaning: Sweep Porters Freq. constantly

By whom : Scrub " Freq. daily

18. Natural light: Windows on 3 sides of all but center rooms – 2 sides there –

Shades or awnings Shades on south side

In roof X

Glare X

General Statement Rooms are long and not very wide so that natural light is good in all – the W. Loom room where overhead bulbs with reflectors – bell-shaped in the

19. Art.light: Gen.light: weaving bulbs distinct the light

Indiv.hang.or adj. X & card room + pear shaped in weave rooms

Glare X

General statement Excellent lighting – well placed

Mill

Schedule

3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit ✗					
Stand					
All engaging	stools	✗	✗	✗	
tenders	wrists	✓			
	boxes				
Both	– gal				
	+ spin				
	rooms				

21. Heating Hot air blown – from high wall ducts

22. Drinking facilities

		Floor	Kind
Public	✗		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	✓	1st	enamel
Cooled	✓	2nd	baking
Tank	—	3rd	2 wash
Cooler	—	4th	rooms
Faucet	—		on spin
Other	—		floor
Cup. Ind.	—		
Cup. Com.	—		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	✗	✗	✓	✓	✓	✗	—	—	—	—
Conven.	✗	✗	✓	✓	✓	✗	—	—	—	—
Bblr.san.	✗	✗	✓	✓	✓	✗	—	—	—	—
Bblr.Unsan.	✗	✗	✓	✓	✓	✗	—	—	—	—
Cooled										
Tank										
Cooler										
Faucet										
Other										
Cup. Ind.										
Cup. Com.										

Notes Two wash rooms on spin room floor – all rooms bad tiled floors + half way up walls

24. Toilets: Kind Flg Paper ✓ Instrt ✗ Room cleaned by- colored maids

Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. — Sweep ✓ Freq daily

Plbg rpr ✓ Clean ✓ Auto fl. — Freq — Scrub ✓ Freq "

Fl	No. using- Women- W	Women- Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	Ventilation art	Ventilation oth rm.	Light out wnd	Light art	Room cln
1		✗	✗	✗	4	3	✓	✓	✓	✓	*✓	✓	✗	*✗	✓	✓	✓
2		✗	✗	✗	4	8	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓
3		✗	✗	✗	4	13	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓
4		✗	✗	✗	4	14	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓
5		✗	✗	✗	4	14	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓

* No door between wash room + work room but considerable window space – wash rooms + good sized room – hard for if much air circulates between wash + toilet room + work room

Mill

Schedule
Sc 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch		Bench
	See hospital room											

Cloak	carl-floor	wash "	✓ ✓	✓	✓	✓	✓	Lokr ✓	Shlv —	Racks —	Wall hk —	Seats X

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. ✓ First aid — Chg. of Dr. full time — Dr. part time On call
Other nurse No Resp. — Med. exam X Other welfare Every 2 weeks a throat, eye and ear specialist comes dat. afternoon & holds a clinic - hospital is an office - separate bldg from factory and consists of waiting room - rest room with 3 beds and an operating room - also a waiting room - all well equipped & clean - nurse spends half days in plant other half visits those who are ill at home

* 5. Bons & milk often at 5.15 - on any go in then & clean their machines - machinery comes through room from o. most of waders have lunch brought in & eat through lunch period

3 — 14 — 3

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory American Finishing Co Address New South Memphis
2. Product Finishing cloth City
3. Person inter. Mr. Edward Mason Pos. Supt Agent H.M.H.
   Person inter. Mr. John Austin Pos. Office Mgr. Date 3-12-25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	39	60	99	Men			
Women	14	3	17	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	53	63	116	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.30	6	½ hr	x	10	Day					
Sat.	7.30	12	—	x	4½	Sat.					

Reg Wk Days 5½ Reg wk Hrs 54½ Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime X Pretty steady.

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period wkly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X

9. Employment policy
   Empl. mgr. X Oth. centr. method Supt Other X
   Records kept X

...edule
American Bag Co.
Memphis Tenn.

...Stairways:

...cation	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					

11. Employees allowed to use elevators —
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent O.K
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
greyroom Sew	A	1	Wood	✓	✓	Splinters	X	X	✓	X	X	X	✓
Starch room	B.	1	Cem	broken spots	✓	② ✓	X	X	✓	suction fan ①	X	X	✓
Packing room	C	1	Cem	✓	✓	plat-forms	X	X	✓	X	③ X ✓	X	✓

Notes ① Might have been a very uncomfortable place because of humidity But suction fan over steam. + sawtooth w/ carried off most of it. ② puddles of water but not where woman was working. ③ Sewing machine had a needle guard.

17. Cleaning: Sweep porter Freq. Ice D.
By whom : Scrub Men use hose in starch room occasionally.

18. Natural light: A. Sash wind 2 sides B. sash - 2 sides C. Modern factory windows. 2 sides. Monitor length of room - painted windows.
Shades or awnings ✓ where necessary.
In roof B - Sawtooth.
Glare X
General Statement Very good light.

19. Art. light: Gen. light: A + B. Gen. unshaded light. C. high dp. lts. flat shades.
Indiv. hang. or adj. yarding mach. - unshaded low.
Glare ✓ ~~from~~ at yarding mach. from low hung unshaded lts.
General statement Except for the one machine with low hung unshaded bulb the rest of the lighting was very good.

Schedule
American Finishing Co
Memphis Tenn.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
					① sits on an overturned bag.
Sit starchers	M.①	✓	–	x	
sewing.	H	✓			
Stand greyroom sew	E	✓	–	x	
yarding, selling	x	–	–	–	
tagging, fold towels	x	–	–	–	
fold remnants	x	–	–	–	
Both					

21. Heating steam radiators along wall.

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	x												
Conven.	✓												
Bblr.san.	–												
Bblr.Unsan.	–	1 col.	1 wash bowl	x	x	✓	x	✓	✓	① cloth	1ce w	x	–
Cooled	–	1 white	2 wash bowls	x	x	✓	x	✓	✓	cloth	1ce w	x	–
Tank	x												
Cooler	x												
Faucet	✓												
Other	x												
Cup. Ind.	x												
Cup. Com.	✓												

Notes ① Make towels here, so they have plenty of them.

24. Toilets: Kind plumb Paper ✓ Instrt x Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. x Sweep girl, col, wh.a, Porter Freq (col 1ce w) white 1ce D
Plbg rpr ✓ Clean ✓ Auto fl. x Freq – Scrub girl, Porter Freq 1ce w.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
col. 1	3	x	x	x	1	3	✓	✓	✓	cem	✓	x	x	warehouse	x	✓	✓
1	14	x	x	x	3	5	✓D	✓	✓	cem	x	✓	x	shipping room	✓	✓	✓

Schedule
4. American Finishing Co
Memphis Tenn.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X

Rest	Cot	Chairs	Comf. Ch		Bench
	✓	X	X		X
	in hospital	wom	of Bag plant		use it.

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	1	in	work	room				✓	X	X	X	X
	1	E	✓	✓	✓	✓	X	✓	X	X	X	✓

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. ✓ (1) First aid X Chg. of Dr. full time X Dr. part time X
Other girl No Resp. X Med. exam X Other welfare ✓ (2)

27 (1) use hospital of Chase Bag Co. Are a part of same firm & in connecting buildings.
(2) ~~State Co~~ Workmen's Comp. but any accident due to company, where they feel responsible they pay full wages for full time.

5-14-6

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Columbia Cotton Mills Address —
2. Product Sheeting - bag material, etc. City Columbia Tenn.
3. Person inter. Sam-Westhall Pos. Supt of Col. Mills Agent E.G.
   Person inter. _____ Pos. _____ Date April 3.
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	89	3	92	Men	19	×	19
Women	41	1	42	Women	18	×	18
Girls	×	×	×	Girls	×	×	×
Boys	×	×	×	Boys	×	×	×
Total	110	4	114	Total	37	×	37

151

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	6:30	6:00	1 hr		10 2	Day	6:00	6:00	*Note	—	12 2
Sat.	6:30	11:00	—		4 2	~~Sat.~~ Friday	6:00	3:00	·	·	~~7~~ 9

Reg Wk Days ~~6~~ 2 5 2 Reg wk Hrs 57 Reg Wk Day 5 Reg Wk Hrs 57

*Night workers eat while on duty.

6. Seasonal or overtime ×

7. H.W. given out × Same work done in shop — Identical rates —

8. Wages
   Length pay period 1 wk Vac. without pay × With pay ×
   Deductions ×
   Bonus or commission ×
   Overtime pay No overtime.

9. Employment policy
   Empl. mgr. × Oth. centr. method × Other Overseers
   Records kept ×

Mills.

~~y~~ Schedule
t 2.

10. Stairways: Single story.

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes

11. Employees allowed to use elevators —
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Single large workroom		1	Wd	×	×	Oily	×	✓	✓	×	Heat Lint	—

Vent ×

Notes Poor grade of cotton and coarse work - room full of lint and floors covered in spite of constant sweeping.
Floors worn and rough - crudely patched in many places.

17. Cleaning: Sweep ✓ Col. Maids Freq. Constantly -
By whom : Scrub × Freq. —

18. Natural light: Sash windows on two side. Room narrow so plenty of light -
Shades or awnings ×
In roof Monitor like openings or ~~[illegible]~~ lights in 3 places.
Glare ✓ Bright light - shades needed.
General Statement Sufficient day light - shades needed to cut intensity of light.

19. Art.light: Gen.light: Unshaded bulbs - drop cords.
Indiv.hang.or adj. ×
Glare Unshaded bulbs.
General statement Poor lighting for night work - insufficient and glare.

Mill - Columbia, Tenn.

tory Schedule

heet 3.

20. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand All					Spindle and ~~battery~~ provide boxes at end of machines used for seats
Weaver	×	—	—	—	
Spooler	×	—	—	—	
Spreader-Candler	×	—	—	—	
Both					

21. Heating Overhead pipes.

22. Drinking facilities

23. Washing facilities

		Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	×												
Conven.	✓												
Bblr.san.	×												
Bblr.Unsan.	2 ✓	/	2 sinks	✓	—	×	×	×	×	—	—	—	—
Cooled	—												
Tank	×												
Cooler	—												
Faucet	✓												
Other	—												
Cup. Ind.	×												
Cup. Com.	×												

Notes Bubblers were merely ~~a~~ half inch vertical pipes in the sinks.

24. Toilets: Kind Plbg Paper ✓ Instrt × Room cleaned by- Col. Ind.
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. × Sweep ✓ Freq daily
Plbg rpr ✓ Clean ✓ Auto fl. × Freq — Scrub ✓ — Freq "

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Day	1	42	×	×	×	2	21	✓	✓	×	×	✓	×	✓ air shaft	×	×	×	×
Night.	1	18	×	×	×	2	9											

2 small toilets opened directly from the work room, men's not more than two feet away, e.g.

Air shaft ventilated toilet

Mills - Columbia, Tenn.

tory Schedule
heet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch			None										
								Cot	Chairs		Somf. Ch		Bench
Rest			None										
								Lokr	Shlv		Racks	Wall hk	Seats
Cloak		None						X	X		X	X	X

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. ____ First aid ✓ Chg. of Dr. full time — Dr. part time On call
Other Office No Resp. — Med. exam X Other welfare X.

Building old and dirty. Interior generally delapidated.

Necessary to run a night force to equalize spinning and weaving.

Tennessee

Hosiery

23 Schedules

15. Tennessee-Hosiery

✓ 4-15-10

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Gray Hosiery Mill Address 463 Houston
2. Product Stockings City Nashville Tenn
3. Person inter. Dr Jacob Gray Pos. Pres. Agent C. L. Best
   Person inter. " Martin Gray Pos. 2nd V. Pres Date 3/31/25
   Trans Lume Labor Outline
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	40	—	40	Men			
Women	168	21	189	Women			
Girls	—	—	—	Girls			
Boys	—	—	—	Boys			
Total	208	21	229	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7 00	5 30	30	—	10 ✓	Day					
Sat.	7 00	12 00	—	—	5 ✓	Sat.					

Reg Wk Days 5 2 ✓ Reg wk Hrs 55 ✓ Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime None

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period 1 wk Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X

9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Foreman
   Records kept X

Copy of Payroll Sheet Dec 27 paid 30

Hosiery Mill

Schedule

Occupations	Seats Kind	Seats No. o.k.	Footrests Kind	Footrests Need	Notes
Sit Inspecting	wooden stools	✓	Board	✓	medium
Knitting	mgt + wit	✓	Wan ✗	✓	
Looping	chairs	wicker	✗	✗	
Setting	"	" " "	✗	✗	
Stand Bundling	✗	—	—	—	
Packing	✗	—	—	—	
Marking	✗	—	—	—	
Boarding	✗	—	—	—	
Both Turning	boxes	✓	boxes	✓	

21. Heating Pipes on the windows in A B C D - E - some necessary in F

22. Drinking facilities

		Floor	Kind
Public	✗		
Conven.	✓ —		
Bblr. san.	✗	Main Bldg	
Bblr. Unsan.	✓	1st	non sink
Cooled	in summer	in Bldg	shower
Tank	—	2nd	
Cooler	—		sink
Faucet	—	1st	
Other	—		
Cup. Ind.	—		
Cup. Com.	—		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public										
Conven.										
Bblr. san.										
Bblr. Unsan.	✗	✗	✗	✗	✗	✗	—	—	—	—
Cooled										
Tank	✗	✗	✗	✗	✗	✗	—	—	—	—
Cooler										
Faucet										
Other										
Cup. Ind.										
Cup. Com.										

Notes

24. Toilets: Kind Pit. Paper wrapping Instrt ✗ Room cleaned by- Col women

Seat rpr ✗ Clean ✗ Hand fl. ✓ Seat fl. — Sweep ✓ Freq daily

Plbg rpr ✗ Clean ✗ Auto fl. — Freq — Scrub ✓ ? Freq mthly ?

This does not apply to Col toilet which no one seemed responsible for

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Second floor	1st	65	✗	✗	✗	2	33	✗	✓	✓	✗	✓	✓	✗	✗	✓	✓	✗
	2nd	103	✗	✗	✗	2	34	✗	[illegible]	✓	✗	✗	✓	✗	✓	✓	✓	✗
Annex Col	1st	2	✗	✗	✗	2	11	✗	✗	✗	✗	✓	✗	✗	✗	✗	✓	✗

Lack of proper cleaning very apparent in toilets in Annex

2nd floor toilet above 1st water runs over seats & drips through floor & toilet room below - floor in toilet in Main Bldg wet from shower - Seat all off in 2nd floor toilet. Pitt. constantly out of order "girls so destructive & careless"

Factory Drill

Schedule
4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest	Cot	Chairs	Comf. Ch		Bench

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
~~Dress Pkg~~	X	X	X	X	X	X	X	X	X	X	✓ in workroom	
~~Comb~~	X	2nd toilet	X	✓	X	midway toilet	X	X	✓	X	✓	X

26. Uniforms req. by firm X Kind — Supplied by firm —

laundered by firm — Free — Cost to girl —

27. Health service:

Hosp. — First aid ~~garage~~ + disinfectant supp – office Chg. of Dr. full time — Dr. part time —

Other — No Resp. — Med. exam — Other welfare —

Lack of any standard of cleanliness and sanitary in this plant – ~~throw~~ Dirty holds girls responsible – Probably both management + employees due to blame but there are too little space or attention given to comfort conditions.

...le ... Drill

Stairways:

	Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
				O. K.	O. K.					
All Bldg	Centre	wood								
Annex	End	wood	X	✓	✓	X	X	✓	—	Not enough especially in Annex - one fire escape very poor, straight ladder type
All Bldg	Center	"	X	✓	✓	X	X	✓	—	

11. Employees allowed to use elevators None in Annex - only for freight in All Bldg.
Workrooms. Not O.K.

	12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
	Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
All Bldg	Finishing	A	1	wood	✓	✓	—	X	X	✓	fans	—	— ✓
	Stitching	B	2	"	✓	✓	—	X	X	✓	X	—	— ✓
Annex	Turning	C	1	"	✓—	✓	—	cluttered	✓	✓	X	very close in this room	stationary tools not ✓
	Knitting	D	2	"	✓	X	—	X	✓	✓	pedestal fans	over work machines	O ✓
	Looping	E	2	"	✓—	✓—	—	X	X	✓	"		
2nd Annex	Boarding	F	1	cement	✓	✓	—	X	X	✓	X	need for exhaust + fans in machine	not often in Annex probably helps ✓— X

Notes ① Toilet rooms — D

17. Cleaning: Sweep Sweeps room Freq. All the time
By whom : Scrub X Freq. X

18. Natural light: A = windows on 2 sides but as ceiling is low & it is a basement with street it is not very light. B = windows on 3 sides, room small. C = windows on 1 side, rather dark. D = windows 2 sides, fairly light & cheerful — center. E = 3 sides. F = 3 sides
Shades or awnings A = no shades, fellers tacked up. B = none C = fellers
In roof Some D + E small skylights D = shades E = shades F = none
Glare Probably only knitters who face the windows
General Statement Lighting uneven - Probably O. K. in E - fairly good in D and not enough in A

19. Art.light: Gen.light: A + B = hanging bulbs unshaded D = Gen. with some reflectors E = Gen. + adj.
Indiv.hang.or adj. ✓—
Glare Some A + B
General statement Uneven - good in E but not quite as good in D and should be better in A + B. Surfaces probably fair C + F but glare from unshaded bulbs

Tennessee

Cigars

4 Schedules

3-19-1

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Portius Bros Cigar. Address 357 no Main
2. Product Cigars. City Memphis Tenn.
3. Person inter. M C Portius Pos. Prop. Part. Agent C E P.
   Person inter. _____ Pos. _____ Date 9/11/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	25	3	28	Men			
Women	1	7	8	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	26	10	36	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	8.00	5.00	1hr	X	8	Day					
Sat.	8.00	1.00	X	X	5	Sat.					

Reg Wk Days 5 1/2 Reg wk Hrs 45 Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime Run pretty even the year around.
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period Weekly Vac. without pay _____ With pay _____
   Deductions X
   Bonus or commission X
   Overtime pay X
9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Foreman & Boys.
   Records kept X

Pontius Bros Cigar

~~y~~ Schedule
et 2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
1-2 Inside	wood	X	✓	✓	✓	✓	✓	X	X

11. Employees allowed to use elevators —
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar. (1)	Nat.	Artif	Special problem	Problem
making	A	2	wood	✓	✓	X	X	✓	✓	X	X	X
strip	B	1	wood	✓	✓	X	X	✓	✓	X	X	X

Vent of (2) X ✓

Notes (1) aisles very narrow seating
(2) Ventilation at time of visit was very bad, not a window open, crowded workroom strong odor of tobacco + sweaty bodies, several men were smoking cigars.

17. Cleaning: Sweep Col man Freq. 1 ce daily
By whom : Scrub X Freq. —

18. Natural light: Long narrow sash windows on one side
Shades or awnings X
In roof X
Glare ~~X~~ ~~A from windows~~ workers did not face light
General Statement Nat light ok. CEP.

19. Art.light: Gen.light: ~~General electric High & large pan drop~~ "B" unshaded bulbs
Indiv.hang.or adj. X
Glare ✓ "B" unshaded bulbs at eye level.
General statement ~~"A" drop ok. "B" poor.~~

Rontins Bros Cigar

tory Schedule
heet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
make or roll	A	✓	X	X	
Strip	A	✓	X	X	
Bonders	A	✓	X	X	
Stand					
Both					

21. Heating Stoves that near must roost and those at a distance freze

22.

Drinking facilities		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	—	1st	sink
Cooled	—	2nd	sink
Tank	X		
Cooler	X		
Faucet	✓		
Other	X		
Cup. Ind.	X		
Cup. Com.	X		

23.

Washing facilities	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
	X	X	X	X	X					
	✓	X	X	X	X					

Notes

24. Toilets: Kind Plumb Paper ✓ Instrt X
Seat rpr ✓ Clean X Hand fl. ✓ Seat fl. X
Plbg rpr ✓ Clean X Auto fl. X Freq —

Room cleaned by-
Sweep COLMAN Freq 1 ce w
Scrub X Freq —

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
whole	1st	8	X	X	X	1	8	✓	X	X	X	X	X	X	✓	X	✓	✓
															@ lookroom			

Portius Bros Cigars.

ctory Schedule
Sheet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X

Rest	Cot	Chairs	Comf. Ch	Bench
	X	X	X	X

Cloak	Lokr	Shlv	Racks	Wall hk	Seats
	X	X	X	X	X

Hooks in wall in workroom.

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl

27. Health service:
Hosp. X First aid X Chg. of Dr. full time — Dr. part time —
Other — No Resp. — Med. exam — Other welfare —

General notes
Biting cigar ends not allowed.

Tennessee
Furniture
& Schedules

22. Tennessee -

1-22-1 1-22a-1 7 unions

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Milne Chair Co. Address
2. Product Chairs - (woodworking) City Chattanooga, Tenn.
3. Person inter. D. E. Milne Pos. Supt. & Member of firm Agent E. E.
   Person inter. — Pos. Date May 5, 1925
4. Number employed Day Night

White	Col.	Total	White	Col.	Total
Men 200	95	295	Men		
Women 2	90	92	Women		
Girls	×	×	Girls		
Boys	×	×	Boys		
Total 202	185	387	Total		

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	6:45	5:15	1/2	—	10 ✓	Day					
Sat.	6:45	11:45	—		5 ✓	Sat.					

Reg Wk Days 5-2 ✓ Reg wk Hrs 55 ✓ Reg Wk Day × Reg Wk Hrs ×

6. Seasonal or overtime ×
7. H.W. given out × Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk Vac. without pay × With pay ×
   Deductions ×
   Bonus or commission ×
   Overtime pay No overtime for women.
9. Employment policy
   Empl. mgr. × Oth. centr. method × Other Foremen
   Records kept ✓ Name - address - age - entering wage - discharges, quitting - re-hirings kept.

...edule Mulne Chair.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside	Wd	×	✓	✓	×	×	✓	—	Stairways were
"	"	×	✓	✓	×	×	✓	—	open construction
"	"	×	✓	✓	×	×	✓	—	but were stable
									than usual woodwork

11. Employees allowed to use elevators × plant slamers

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	Vent
Assembly	A	2	Wd	✓	✓	—	×	×	✓	×	—		✓
Packing	B	1	Cem.	✓	✓	—	×	×	✓	×	—		✓
Machine-	C	1	Cem.	✓	✓	—	×	×	✓	×	—		✓
Finishing	D	2	Wd	✓	✓	—	×	×	✓	✓	Fumes		✓
Upholstery	E	2	Wd	✓	✓	—	×	×	✓	✓	—		✓

Notes Mgr. said fumes in finishing room sometimes more noticeable. Vent. O.K. except that toilets ventilated into wk room. Doors and windows open and plenty of direct cross ventilation.

17. Cleaning: Sweep ✓ Sweepers Freq. - Constantly

By whom : Scrub × Freq. ×

18. Natural light: Sash windows on 2 sides. New part where some assembling is done. modern factory.

Shades or awnings × - (New part of bldg. upper panes translucent)

In roof Monitor roof second floor.

Glare Most of finishers worked facing windows but could move their work position.

General Statement Natural light good.

19. Art.light: Gen.light: Unshaded bulbs, drop cords

Indiv.hang.or adj. - Mch. operators had unshaded bulbs over their machines

Glare From unshaded bulbs

General statement Poor lighting - unshaded.

Maine Chair

...y Schedule
...eet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Upholsters	A	✓	×	+	
Girls (2)	A	✓	×	+	
Stand					
Assembly	×	×	—	—	No seating provisions for any of the women except the two white women who served upholsterings
Finish	×	×	—	—	
Pkg-Venew-Mch.	×	×	—	—	
Both					

21. Heating Overhead pipes

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	×												
Conven.	×												
Bblr.san.	×												
Bblr.Unsan.	✓	2	Sink w	✓	×	×	×	×	×	—	—	—	—
Cooled	In summer		7 mch.										
Tank	—												
Cooler	—												
Faucet	—												
Other	—												
Cup. Ind.	—												
Cup. Com.	—												

Notes No washing facilities for most. Many sand workers could stop on way to the locker rm. where there was a trough and hot water.

24. Toilets: Kind Plbg Paper ✓ Instrt × Room cleaned by- Swept, sand.
Seat rpr ✓ Clean × Hand fl. × Seat fl. ✓ Sweep ✓ Freq Daily
Plbg rpr ✓ Clean × Auto fl. — Freq — Scrub × Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. p. seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
A	38	—	×	×	1	38	✓	✓	✓	×	×	×	×	✓	×	×	×
B	8	—	×	×	1	8	✓	✓	✓	✓	×	×	×	✓	×	×	×
C	5	—	×	×	1	5	✓	✓	✓	✓	×	×	×	✓	×	×	×
D									+								
E	30	—	×	×	1	30	✓	✓	✓	×	×	×	×	✓	×	×	×
White F	2	—	×	×	1	2	✓	✓	✓	×	×	×	×	✓	×	×	✓
															Not		

Toilet rooms were compartments in workroom with board partitions about 6 ft. high. Partition so low that plenty of light from work room came in.

Two of toilets had burlap sacking hung over doorways instead of doors.

Schedule Milng Chair
4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch	None												

Rest	None	Cot	Chairs	Comf. Ch	Bench

Cloak	242	Toilet	×	×	×	✓	×	Lokr ×	Shlv —	Racks —	Wall hk ✓ racks	Seats ×
	Racks on walls of toilet room only. Clock room facility.											

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. — First aid ✓ Chg. of Dr. full time — Dr. part time —
Other Time cards No Resp. — Med. exam — Other welfare ✓

3-22-6 3-22a-2 Furniture

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory King-Hance Furniture Mfg. Address Memphis, Tenn
2. Product Bedroom furniture City
3. Person inter. Mr. J. E. King. Pos. Pres. & Genl Mgr. Agent E. E.
   Person inter. — Pos. Date March 9, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	90	60	150	Men			
Women	~~36~~	36	36	Women			
Girls	X			Girls			
Boys	X			Boys			
Total	~~126~~ 90	96	186	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7	5:30	30	—	10 ✓	Day					
Sat.	7	12:30			5 2 ✓	Sat.					

Reg Wk Days 5 2 ✓ Reg wk Hrs 55 2 ✓ Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime X
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period 6 days Vac. without pay X With pay X
   Deductions X
   Bonus or commission Group bonus. A production standard in terms of cost is set for dept. If work or rather a given job is finished ~~Overtime~~ pay at less than the price set by cost dep. ailment. The workers have the gain divide among them pro rata their earnings.
9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Foremen
   Records kept ✓ - Cost accountant keeps records; complained that foremen failed to cooperate with him in getting information and keeping records up to date.

Reng Hosie

Schedule
2.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					
Inside Bldg. 1st to 3d	Wd.	×	×	✓×	×	×	×	–	Open ~~Ho~~ risers – Wabbly in construction
	"	"	"	"	"	"	"	"	

11. Employees allowed to use elevators ×
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Mch. Rm.		1	Wd.	✓	×		✓	✓	✓	✓		
Finishing Rm		2	"	✓	×		✓	×	✓	×		
Finishing		3	"	✓	×		✓	×	✓	×		

Vent
✓
✓
✓

Notes Floor in finishing rm. where staining was done was (inches) ~~X~~ deep in putting and stain in places.
Exhausts in wall in mch. room at hood over planers, etc.

17. Cleaning: Sweep Porter Freq. Daily
By whom : Scrub × Freq. —

18. Natural light: Windows and all sides of building but shafting and piles of lumber made rooms dark in mch. shop especially.
Shades or awnings × Most of windows did not have window panes
In roof × 1 panel
Glare Very Bright light in S.W. corner of 3d floor room
General Statement When a group of 15 or more women were working: Shades needed.

19. Art.light: Gen.light: A few drop cords had wide flaring
Indiv.hang.or adj. metal shades but most lights were the ordinary
Glare drop cords with unfrosted bulbs ~~hanging~~ about at eye level.
General statement Lighting ~~Poor~~ Inadequate natural and artificial poor and inadequate.

Schedule
t 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
All	None	×	—	—	Nothing but piles of lumber or furniture in processing which could be used for seats.
Both					

21. Heating Steam pipes along walls. Question it adequacy in light of the construction of bldg.

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	✓												
Conven.	✓												
Bblr.san.	✓												
Bblr.Unsan.		1	Sink	✓	×	×	×	×	×	—	—	—	—
Cooled	✓	2	"	✓	×	×	×	×	×	—	—	—	—
Tank	✓												
Cooler	Summer												
Faucet	×												
Other	×												
Cup. Ind.	×												
Cup. Com.	×												

Notes Bubbler the outlet of large tank which was said to be cleaned daily.

24. Toilets: Kind Plb. Paper ✓ Instrt × Room cleaned by- Porter
Seat rpr ✓ × Clean × Hand fl. ✓ Seat fl. × Sweep ✓ Freq Irregular
Plbg rpr ✓ Clean ✓ Auto fl. × Freq — Scrub × Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1st	6	×	×	×	1	6	✓	×	×	×	✓	✓	×	×	✓	×	×
2d	30	×	×	×	1	30	✓	×	×	×	✓	✓	×	×	✓	×	×

Toilet rooms filthy.

...ly Haas

...ory Schedule
Sheet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch		None											

		Cot	Chairs	Comf. Ch	Bench
Rest	None				

								Lokr	Shlv	Racks	Wall hk	Seats
Cloak	2d	–	X	✓	✓	X		X	X	X	Nails	Boxes

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm X Free — Cost to girl —

27. Health service:
Hosp. — First aid ✓ Chg. of Dr. full time — Dr. part time —
Other Cat. Acc. No Resp. — Med. exam — Other welfare —

Group insurance paying death benefits.
Employee had had a benefit association for social and sick benefits but have gradually lost interest in the organization and at present, it is practically non-existent.

Toilet and cloakroom very dirty. No panes in holes which served for windows. Paper and debris littered over floor.

3-22-8 3-22a-3 Furniture

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Florence Table & Mfg Co Address Mallory Ave.
2. Product Furniture City Memphis Tenn.
3. Person inter. L E Fite Pos. Mgr. Agent C & P
   Person inter. X Pos. X Date 3/6/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	52	64	116	Men			
Women	X	13	13	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	52	77	129	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.00	5.30	1/2	X	10 ✓	Day					
Sat.	7.00	12.00	X	X	5 ✓	Sat.					

Reg Wk Days 5 1/2 ✓ Reg wk Hrs 55 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime X
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X
9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Foreman
   Records kept X

edule Florence Table Co

Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					
all on one floor									

11. Employees allowed to use elevators —

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Sand	17	1	wood	✓	✓	X	X	X	✓	X	X	X
Finishing	13	1	Com	✓	✓	X	X	X	✓	X	X	X

Vent ogg Pg ✓ ✓

Notes Large unfinished workrooms.

17. Cleaning: Sweep Workers sweep own sections Freq. 1 ea D

By whom : Scrub X Freq. —

18. Natural light: On two sides large sash windows

Shades or awnings x

In roof 13 monitor lengths of room.

Glare X

General Statement Natural light ok.

19. Art.light: Gen.light: General electric drops unshaded bulbs.

Indiv.hang.or adj. X

Glare ✓ Unshaded bulbs.

General statement Art light fair.

Florence Table Co

...y Schedule
...eet 3.

20. Occupations

	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
Glue joints Off floor					
Sand dust Fed	X	—	—	—	No seats of any kind.
Polish					
~~Both~~ Sand					

21. Heating Stoves

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	✓	X	—
Cooled	X		
Tank	X		
Cooler	X		
Faucet	X		
Other	Pail & dipper		
Cup. Ind.	X		
Cup. Com.	✓		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	—	—	—	X	X	X	—	—	—	—

Notes

24. Toilets: Kind Privy Paper X Instrt X Room cleaned by-
Seat rpr ✓ Clean X Hand fl. X Seat fl. X Sweep N Resp Freq —
Plbg rpr — Clean — Auto fl. X Freq — Scrub N Resp Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
priv	13	X	X	X	2	7	✓	X	X	X	✓	—	—	—	—	—	X

Privy emptied every few days by County Health Dept.

Florence Table Co

tory Schedule
heet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X

		Cot	Chairs	Comf. Ch	Bench
Rest		X	X	X	X

		Lokr	Shlv	Racks	Wall hk	Seats
Cloak	1st X ✓ ✓ ✓ X X	X	X	X	✓ nails	X

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ✓ ① Chg. of Dr. full time X Dr. part time X
Other Stand Tempo No Resp. X Med. exam X Other welfare X

① Johnson cabinet complete outfit.

✓ 4-22-10 4-22a-4 Furniture

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Standard Furniture Co. Address 901 S. 5th St.
2. Product Bedroom Furniture City Nashville Tenn.
3. Person inter. Mr. H.K. Wharton Pos. Bookkeeper. Agent H.M.H.
   Person inter. Mr. N.N. Davidson Pos. Mgr. Date 3-31-25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	150	15	165	Men			
Women	5	X	5	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	155	15	170	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7	5:30	30	X	10 ✓	Day					
Sat.	7	12	—	X	5 ✓	Sat.					

Reg Wk Days 5½ ✓ Reg wk Hrs 55 ✓ Reg Wk Day ____ Reg Wk Hrs ____

6. Seasonal or overtime X steady. Apr-June slack working only a small part of force.
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period wk Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X straight time
   NO 52S.
9. Employment policy
   Empl. mgr. X Oth. centr. method supt Other X
   Records kept X

~~y~~ Schedule
et 2. Standard Furniture Co
Nashville Tenn.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside 1-3	① Wood	X	X	✓	✓	✓	✓	dirty	① Only 1 woman uses this to go to
outside 1-2	Wood	X	✓	✓	X	X	✓	X	toilet room.

11. Employees allowed to use elevators X
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	Vent O.K.
Veneer	A	1	cem	✓	✓	X	① ✓	X	✓	X	X	X	✓
Finish	B	2	wood	✓	X ③	X	X	X	✓	X	② heat	X	X ②

Notes ① Piles of material about on floor. ② Steam pipes for drying would make it very hot in summer time. ③ varnish, dust etc accumulated on floor.

17. Cleaning: Sweep ~~Mop~~ Freq. When necessary.
By whom : Scrub X Freq. —

18. Natural light: A·B Sash 2 sides.

Shades or awnings X
In roof X
Glare X
General Statement Natural light very good.

19. Art.light: Gen.light: Ceil pan refl.
Indiv.hang.or adj. A. pan refl.
Glare X
General statement Artificial light O.K.

Schedule
Sheet 3. Standard Furniture Co
Nashville Tenn.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand Mend veneer	X	—	—	—	
sandpaper	E	✓	X	—	
Both					

21. Heating steam pipes along wall. O.K.

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	—	3	① 1 washbowl 1
Cooled	—		
Tank	X ✓		
Cooler	✓		
Faucet	X		
Other	X		
Cup. Ind.	X ①		
Cup. Com.	X		

① only 1 woman in this part." never use it. they always wash at home." could come over here from not bldg but never do

23. Washing facilities

Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
X	X	X	X	X	X	—	—	—	—

Notes girls have own glasses.

24. Toilets: Kind ~~plunk~~ Paper ✓ Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. ✓1 Seat fl. ✓1 Sweep porter Freq 1ce D.
Plbg rpr ✓ Clean ✓ Auto fl. X Freq — Scrub porter Freq 1ce M.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
3	1	X	X	X	1	1	✓	✓	✓	X wood	X	✓	X	clk	✓	X	X
2	4	X	X	X	1	4	✓	✓	✓	X wood	X	✓	X	wk	✓	X	X

...ory Schedule
...eet 4. Standard Furniture Co
Nashville Tenn.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X
		none											

Rest	Cot	Chairs	Comf. Ch	Bench
	X	X	X	X
	none			

Cloak	(1) 3	E	X	X	✓	✓	X	Lokr X	Shlv X	Racks X	Wall hk X	Seats X
	women in room			B. hang wraps on nails in Toilet room.								

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ✓ (1) Chg. of Dr. full time X Dr. part time X
Other Supt No Resp. X Med. exam X Other welfare X

25-(1) this room was arranged for women at the time of the war, when many women worked here. Now it is convenient for only 1 woman & she keeps her things right in work room. It is too faraway for the 4 women who work in no II. bldg. and they just hang their things in Toilet room. which is located in their own building.

27-(1) Iodine bandage etc. Workmen's Comp.

Tennessee

Wood Products, Other

11 Schedules

Tennessee—Wood, Other.

✓ 3 — 22 — 3 6 3-226-2 alter Wood

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

NORTON MANUFACTURING CO.

1. Name of factory _____ Address South Memphis.
2. Product Railroad tie plugs. City MEMPHIS, TENN.
3. Person inter. M T D Wilson Pos. Book Agent C E P
   Person inter. x Pos. x Date 3/10/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	4	66	70	Men			
Women	x	10	10	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	4	76	80	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.00	5.30	1 hr.	x	9½ ✓	Day					
Sat.	7.00	12.00	x	x	5 ✓	Sat.					

Reg Wk Days 5½ ✓ Reg wk Hrs 52½ ✓ Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime July August Sept very dull.
7. H.W. given out x Same work done in shop — Identical rates —
8. Wages
   Length pay period Weekly Vac. without pay x With pay x
   Deductions x
   Bonus or commission $10 3 mos. $15 6 mos $25 1 yr service bonus.
   Overtime pay ✓ Straight time men only, but yellow cards show women worked over time.
9. Employment policy
   Empl. mgr. x Oth. centr. method x Other Foreman.
   Records kept x

Schedule

NORTON MANUFACTURING CO. MEMPHIS, TENN.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					
		All	on	one		floor.			

11. Employees allowed to use elevators —
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Sorting	A	1	Wood	✓	✓	X	① ✓	X	✓	X	X	X

Vent ok ✓

Notes ① Piles of waste material on floor, girls had to climb over it and up on it to reach their seats. stepped up to benches on little stairs or tree butts.

17. Cleaning: Sweep Porter. Freq. 1 Ce P
By whom : Scrub X Freq. —

18. Natural light: Sash windows on three sides

Shades or awnings X
In roof X
Glare X
General Statement natural light ok.

19. Art.light: Gen.light: Gen electric unshaded bulbs high
Indiv.hang.or adj. X
Glare X
General statement not very good appeared to be inadequate

...ory Schedule
...heet 3.

NORTON MANUFACTURING CO. MEMPHIS, TENN.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Sort ①	⊖	✓	✓	✓	High bench.
Stand					
Both					

21. Heating Steam pipes

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	X		
Bblr.san.	—		
Bblr.Unsan.	—		
Cooled	—		
Tank	✓		
Cooler	✓		
Faucet	X		
Other	①		
Cup. Ind.	X		
Cup. Com. ①	X		

23. Washing facilities

Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq

None

Notes Outside hydrant runs continously

24. Toilets: Kind Privy Paper X Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. — Seat fl. — Sweep X Freq —
Plbg rpr — Clean — Auto fl. — Freq — Scrub X Freq —

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Outhouse		10	X	X	X	2	5	X	X	X	X	—	—	—	—	—	X	✓

Privy only two weeks old.
Taken care of by county health dept. containers
emptied every 4 or 5 days in summer 6 or 8 days in winter

Factory Schedule
Sheet 4.

NORTON MANUFACTURING CO. MEMPHIS, TENN.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch		Bench

Cloak								Lokr	Shlv	Racks	Wall hk	Seats

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ✓ Chg. of Dr. full time X Dr. part time X
Other office man No Resp. X Med. exam X Other welfare X

Johnsons kit. gauze tape iodine, only.

3-22-4 3-22-3 Other Wood

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

372

1. Name of factory Wabash Screen Door Co Address Memphis
2. Product Screen Doors and Washboards. City 1217 Florida St
3. Person inter. EC Klaiber Pos. Mgr. Vice President CEP
   Person inter. x Pos. x Date 3/10/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	50	193	243	Men			
Women	x	26	26	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	50	219	269	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.00	4.30	1/2	x	9 ✓	Day					
Sat.	7.00	12.00	x	x	5 ✓	Sat.					

Reg Wk Days 5 1/2 ✓ Reg wk Hrs 50 ✓ Reg Wk Day — Reg Wk Hrs

6. Seasonal or overtime x
7. H.W. given out x Same work done in shop — Identical rates —
8. Wages
   Length pay period Weekly Vac. without pay x With pay x
   Deductions x
   Bonus or commission ✓ Additional hours given for attendance
   5 1/2 days 5 hrs extra 4 days, 3 hrs extra 3 days 2 hrs extra 2+1 days = 0 (over)
   Overtime pay x Straight time
9. Employment policy
   Empl. mgr. x Oth. centr. method x Other Supt & foreman.
   Records kept ✓

Women
W. C.
26

These extra hours are given only when a worker works full time required by firm, meaning that some weeks only four days are required therefore worker gets 3 hours extra. If a worker should be absent for personal reasons he does not get the extra time.

If a worker does the days scheduled amount of work in less than 9 hours worker is paid for 9 hours regardless of the time worker finishes, many finish at noon. In the assembling dept 500 doz is the scheduled amount of washboards per day. Several workers left at noon on day of visit; so records show that many worked in 5 1/2 days but actual hours could not be had.

7 Schedul
st 2.

10. Stairways:
Location Mat

~~y~~ Schedule Wabash Screen Door Co
t 2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
1-2 Inside	wood	X	✓	✓	X	X	✓	X	
1-Base Inside	wood	X	✓	✓	X	X	✓	X	

11. Employees allowed to use elevators ✓ Freight elevator, a woman got off with a load of product as agent got over.
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent ok
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
Assemble	A	1	Wood	✓	✓	–	X	X	✓	① X	X	X	✓
Offbearing	B	1	wood	✓	✓	-	X	X	✓	① X	X	X	✓
Screen Rept	C	Base	Cem	✓	✓	–	X	X	✓	X	X	X	✓

Notes ① No artificial especially for ventilation, but blowers on sows which created quite a draught and considerable circulation.

17. Cleaning: Sweep Porters Freq. Continual
By whom : Scrub X Freq. —

18. Natural light: A large sash & sides "B" two sides C. two sides half size semitransparent
Shades or awnings X
In roof X
Glare X Girls work near center of workroom.
General Statement A + B Good C. poor artificial all the time

19. Art.light: Gen.light: General electric large pear light.
Indiv.hang.or adj. ✓ Individual bell shades at some overhead
Glare X
General statement Artificial lighting app very good.

Wabash Screen Door Co

...ory Schedule
...eet 3.

20. Occupations

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand assemble, sort, mark, ship	① M	✓	X	X	① "M" Seats made in the factory crude. H were made with flat slats.
~~Both~~ Straighten metal	X	—	—	—	

21. Heating Hot air System.

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	X		
Bblr.Unsan.	✓	3rd	2 Basins
Cooled	X		
Tank	X		
Cooler	X		
Faucet	X		
Other	X		
Cup. Ind.	X		
Cup. Com.	X		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Bblr.Unsan.	X	X	✓	X	X	X	—	—	—	—

Notes

24. Toilets: Kind Plumb Paper ✓ Instrt X
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X
① Plbg rpr ✓ Clean ✓ Auto fl. X Freq —

Room cleaned by-
Sweep Colworks Freq 1 ce D
Scrub Colworks Freq 1 ce W

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
3rd	26	X	X	X	4	9	✓	X	✓	X	X	✓	X	② ✓	✓	X	✓
					① 1 out of order								① Clockroom				

ory Schedule
eet 4.

Wabash Screen Door Co

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X

Rest	Cot	Chairs	Comf. Ch	Bench
	X	X	X	X

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	3rd	X	✓	✓	✓	✓	X	✓	X	X	X	✓

26. Uniforms req. by firm ✓ Kind Knickers Supplied by firm at cost
laundered by firm X Free X Cost to girl X

27. Health service:
Hosp. ✓ First aid X Chg. of Dr. full time X Dr. part time X
Other office mon No Resp. X Med. exam X Other welfare X

3-22-5 3-226-4 Other wood Tennessee

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

372

1. Name of factory Pioneer Pole & Shaft Co. Address 1197-3d St. So.
2. Product Wooden mch. shafts & golf clubs City Memphis
3. Person inter. Mr. J. W. Day Pos. Acct & Office Mgr. Agent E. E.
   Person inter. — Pos. — Date March 13.
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	c. 90	c 90	180	Men			
Women	X	14	14	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	90	~~90~~ 104	194	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	6:45	4:30	3/4		~~5~~ 9	Day					
Sat.	6:45	11:45	—		5	Sat.					

Reg Wk Days ~~8~~ 5½ Reg wk Hrs 50 Reg Wk Day — Reg Wk Hrs

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay Regular rate

9. Employment policy
   Empl. mgr. X Oth. centr. method X Other Foremen
   Records kept X

Pole & Shaft Co.

~~Factory Schedule~~
Sheet 2.

10. Stairways: None used by women

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes

11. Employees allowed to use elevators No elevators -
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Mch. Shed		1	Wd.	×	×		✓	✓	✓	✓	saw dust	

Vent. ✓

Hoods over all planing machines.
Belts and protruding parts well guarded.

Notes Only a few women were working in machine shed; most were working in yard piling wood in sheds or dry kilns.

17. Cleaning: Sweep × Freq. —
By whom : Scrub × Freq. —

18. Natural light: Windows on one side in mch. shed but necessary to use artificial light at all times
Shades or awnings ×
In roof ×
Glare ×
General Statement Mch. shed dark.

19. Art.light: Gen.light: Unshaded drop lights - most had no bulbs.
Indiv.hang.or adj. —
Glare (From unshaded bulbs) Women never work after dark.
General statement Greater intensity and shading of lights needed.

+Shaft.

...ry Schedule
...heet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
Both					
Ait	X	X	-	-	Saw nothing except piles of lumber which could be used for seat.

21. Heating

22.

Drinking facilities		Floor	Kind
Public	X		
Conven.	X		
Bblr.san.	X		
Bblr.Unsan.	X		
Cooled	—		
Tank	X		
Cooler	—		
Faucet	✓		
Other	Spigot mgd		
Cup. Ind.	X		
Cup. Com.	X		

23.

Washing facilities	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
No washing facilities except spigot in yard										

Notes

24. Toilets: Kind ~~Sh~~ Flush-trough Paper ✓ Instrt X Room cleaned by- Women
Seat rpr — Clean X Hand fl. X Seat fl. + Sweep ✓ Freq Occasionally
Plbg rpr ✓ Clean X Auto fl. ✓ Freq No one seemed to know Scrub X Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Privy in yard. Shed	✓	X	X	X	5	3	X	✓	✓	X	Shed	✓	X	—	✓	X	X

Five seats were placed over a trough in a shed in the yard. Trough flushed automatically. Office mgr. asked agent of condition of toilet; said he was going to take up its condition and cleaning at the next foremen's meeting.

+ Shift.

y Schedule
eet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch			None										

								Cot	Chairs	Comf. Ch	Bench
Rest			None								

								Lokr	Shlv	Racks	Wall hk	Seats
Cloak			None									

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ✓ Chg. of Dr. full time — Dr. part time
Other Offic No Resp. — Med. exam X Other welfare None.

Piece-workers hours very irregular - Foreman said "they come and go as they please" and that number on force varied considerably. All colored women.

Packing processed pieces in the kilns must be very hot work in summer months.

Most of the women were large and husky as the work is heavy - requiring strength and long arms.

Factory Schedule 3-22-7 U. S. DEPARTMENT OF LABOR 3-226-5 Oth-N 3372
Sheet I. 6 WOMEN'S BUREAU

1. Name of factory Empire Floor & Lumber Address Molory Ave
2. Product Lumber Oak Flowrings City Memphis Tenn.
3. Person inter. Mr Henry Seibold Pos. Prop. Agent E E P
   Person inter. _____ Pos. _____ Date 3/6/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	3	15	18	Men			
Women	X	11	11	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	3	26	29	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	700	530	1/2	X	10 ✓	Day					
Sat.	700	1200	X	+	5 ✓	Sat.					

Reg Wk Days 5½ ✓ Reg wk Hrs 55 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay ✓ straight time

9. Employment policy
   Empl. mgr. X Oth. centr. method Prop Other X
   Records kept X

edule Empire Lumber Co Memphis

Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
	All on one floor.								

11. Employees allowed to use elevators —
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent ok
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
Stock & Saw	F	1st	com	✓	✓	X	✓ (1)	X	✓	X	X	X	✓

Notes Shed like workrooms quite unfinished.
(1) Aisles obstructed piles of product and sawdust on floor. Also steam pipes leading from one radiator to another across aisles about 3½ inches high. Agent tripped on one of these.

17. Cleaning: Sweep Night watchman Freq. 1 ea night
By whom : Scrub X Freq. —

18. Natural light: Sash windows on two sides

Shades or awnings X
In roof X
Glare X
General Statement Natural light good.

19. Art.light: Gen.light: General electric drop unshaded bulbs
Indiv.hang.or adj. X
Glare X Bulbs covered with dust frosted effect.
General statement Artificial light app. ok.

...hedule

Empire Lumber Co
Memphis Tenn

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
~~Stock~~	X	—	—	—	
~~Sort~~					
Assemble					
~~Both saw~~					

21. Heating Steam on floor under machines + tables.

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	—		
Cooled	—		
Tank	X		
Cooler	X		
Faucet	✓		
Other	X		
Cup. Ind.	X		
Cup. Com.	X		

23. Washing facilities

Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq

None

Notes

24. Toilets: Kind ~~Privy~~ Paper X Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. — Seat fl. — Sweep X Freq —
Plbg rpr — Clean — Auto fl. — Freq — Scrub X Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Out doors	11	X	X	X	2	6	✓	X	X	+	✓	—	—	—	—	—	✓

Privy empties into a ditch, which is flushed about once a week when boilers are cleaned.

Schedule 4. Empire Lumber Co Memphis

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X

	Cot	Chairs	Comf. Ch	Bench
Rest	X	X	X	X

	Lokr	Shlv	Racks	Wall hk	Seats
Cloak	X	X	X	✓	X

nails around underwear.

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ✓ Chg. of Dr. full time X Dr. part time X
Other ~~foreman~~ No Resp. X Med. exam X Other welfare X

Iodine and gauze "foreman".

✓ 4-22-9 4-22b-6 Oliver Wood

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory National Casket Co. Address 125 Woodland
2. Product Coffins. City Nashville, Tenn.
3. Person inter. Mr Harvey Fulkis Pos. Supt of Factory Agent E.E.
   Person inter. _____ Pos. _____ Date March 30
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	69	15	84	Men			
Women	10	×	10	Women			
Girls	×	×	×	Girls			
Boys	×	×	×	Boys			
Total	79	15	94	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:00	4:30	1/2	—	9 ✓	Day					
Sat.	7:00	12:00			5 ✓	Sat.					

Reg Wk Days 5½ Reg wk Hrs 50 ✓ Reg Wk Day × Reg Wk Hrs ×

6. Seasonal or overtime Busiest during winter. In summer mos. women often work only 5 days or 45 hrs. a week
7. H.W. given out × Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 Wk Vac. without pay × With pay ×
   Deductions ×
   Bonus or commission ×
   Overtime pay 1 1/2
9. Employment policy
   Empl. mgr. × Oth. centr. method Supt. Other —
   Records kept ×

Co - Nashville

edule

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside									
1 & 2d	Wood	×	✓	✓	×	×	✓	-	—

11. Employees allowed to use elevators No

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Finishing		2	Wd	✓	✓		×	×	✓	Occ. Fans in summer.	×	—

Vent. O.K. ✓

Notes Approach to workroom thru stock room somewhat hazardous as there were several "chutes" on which caskets are transported around & folding and worked on - 2 step only.

17. Cleaning: Sweep ✓ Porter Freq. Daily

By whom : Scrub × Freq. —

18. Natural light: Both ends of room - large windows translucent glass.

Shades or awnings Shades

In roof ×

Glare ×

General Statement Natural light good.

19. Art.light: Gen.light: A few unshaded drop cord - above eye level.

Indiv.hang.or adj. Individual hanging well shaded and low close to needle.

Glare ×

General statement Lighting good for sewing machine operators. Generally O.K.

...chville.

...Schedule

...3.

...5. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					Various kinds of low chairs - some with soft bottoms, two folding chairs and other were ordinary kitchen chair. Several stool near cutting table - also flat of low chair.
Sewing Mch. Opr.	None	✓	×	×	
Stand					
Cutter	C	✓	×	×	
Both					

21. Heating Open along wall.

22. Drinking facilities

		Floor	Kind
Public	×		
Conven.	✓		
Bblr.san.	×		
Bblr.Unsan.	×		
Cooled	×	2d	Basins
Tank	with ice in		
Cooler	×		
Faucet	×		
Other	—		
Cup. Ind.	—		
Cup. Com.	✓		

23. Washing facilities

Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
×	×	✓	✓	×	×	—	—	—	—

Notes Girls bring own soap & towel.

24. Toilets: Kind Plbg. Paper ✓ Instrt × Room cleaned by- Porter
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. — Sweep ✓ Freq 2 times wk.
Plbg rpr ✓ Clean ✓ Auto fl. — Freq — Scrub ✓ Freq Every two weeks.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
2d	11	4	×	×	2	8	✓	Not nec.	✓	×	✓	✓	×	×	✓	✓	✓

...et. - Nashville -

...ry Schedule
...heet 4.

25. Service Facilities.

Lunch	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
	2 ~~R T~~ ~~C.~~	R T C.	✓	✓	✓	✓ ~~C.~~	×	×	✓	✓	×	×	×

Rest		Cot	Chairs	Comf. Ch	Bench
	2 T C. L	✓	✓	✓	—

Cloak		Lokr	Shlv	Racks	Wall hk	Seats
	2 T. ~~R~~ L	✓	—	—	✓	✓

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. — First aid ✓ Chg. of Dr. full time — Dr. part time —
Other — No Resp. Fadlady Med. exam + Other welfare ×

5-22-12 5-226-7 Other wood

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Morgan-Hitchcock Address Beasley Street
2. Product Skewers, flag poles, candy sticks, veneer City Jackson, Tennessee
3. Person inter. W. B. Morgan Pos. Pres. & Gen. Mgr. Agent E. E.
   Person inter. — Pos. — Date March 18, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	45	41	86	Men			
Women	29	11	40	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	74	52	126	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7	5:30	1/2	—	10 ✓	Day					
Sat.	7	2:30	1/2		7 ✓	Sat.					

Reg Wk Days ~~10~~ 6 Reg wk Hrs 57 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay Work the legal maximum

9. Employment policy
   Empl. mgr. X Oth. centr. method Supt. Other —
   Records kept ✓

...dchcock - Jackson, Tenn

...Schedule
...2.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
Outside			O. K.	O. K.					
1 to 2d	Wd	×	outside	×	×	×	✓	Wabbly	Open risers -
1 to 3d	"	×	"	✓	×	×	✓	—	" "
									Stairway not enclosed
									in any way.

11. Employees allowed to use elevators No elevator
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Sleeper Dept		2	Wd	✓	✓	—	✓	×	✓	✓	Sawdust	- Note
" "		3	"	✓	✓	—	✓	×	✓	✓	"	—

O.K. Vat. ✓ ✓

Blow pipes with frequent openings near ceiling have cooled air forced thru them. Forelady said there was very satisfactory arrangement for cooling room.

* Notes Colored Women were all working in open shed piling wood for kilns or seasoning.
No hoods to draw away sawdust from sawing and boring machines. Sawdust and bits of wood were flying from mchs.

17. Cleaning: Sweep ✓ Porter Freq. Porter Daily
By whom : Scrub × Freq. —

18. Natural light: ~~Natural L~~ Ordinary sash windows on two sides.

Shades or awnings ×
In roof ×
Glare ×
General Statement Natural light good but artificial light used tho not necessary.

19. Art.light: Gen.light: Shade drops and lights - a few unshaded.
Indiv.hang.or adj. ×
Glare ✓ - From unshaded bulbs.
General statement Light seemed good. Paw shades plus additional shade around bulb in most - ...

Hitchcock - Jackson, Tenn.

ry Schedule
eet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Both ~~Sit~~ Benchers	Stools	✓	none	✓	Footrest were fashioned of 12 inches planks about 24 in long with pieces of different heights ⊓ ⊓. Some stool had shorter legs than others.
Inspectors	"	✓	"		
Stand Mch. Operators	C	×	✓	✓	
Yard-workers	×	—	—	—	
Both					

21. Heating

22. Drinking facilities

		Floor	Kind
Public	×		
Conven.	✓		
Bblr.san.	×		
Bblr.Unsan.	✓	2	Sink
Cooled	×	3	Basin
Tank	×		
Cooler	—		
Faucet	×		
Other	—		
Cup. Ind.	—		
Cup. Com.	—		

23. Washing facilities

Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
×	×	×	×	×	×	—	—	—	—
×	×	×	×	×	×	—	—	—	—

Notes No washing facilities for colored women.

24. Toilets: Kind ~~log~~ Auto-flush Paper ✓× Instrt × Room cleaned by- Women & Porter
Seat rpr ✓ Clean ✓× Hand fl. ✓× Seat fl. Sweep ✓ Freq No regular sch.
Plbg rpr ✓× Clean × Auto fl. ✓× Freq 5 minutes Scrub × Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation cut wnd	art	oth rm.	Light cut wnd	art	Room cln
2d	✓	×	×	×	2	12	✓	×	✓	×	✓	✓	×	×	✓	×	✓
3d.	✓	×	×	×	1	6	✓	×	✓	×	✓	✓	×	×	✓	×	✓
~~Shed for~~ Colored	✓	×	×	×	2	6	×	×	×	×	Shed	✓	×	×	✓	×	×

Toilet on 3d fl. was hand flush other two automatic.
Colored women's toilet bad - in an outside shed raised about 5 ft. above ground. Approach to it hazardous - two board about six inches wide led from platform about 10 feet to entrance door. No paper - very dirty - in flooding (over)

...edule

Morgan - Hitchcock, Jackson Tens

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch		None											

Rest	None	Cot	Chairs	Comf. Ch	Bench

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	2d	—	×	✓	✓	×	×	×	×	×	✓	×
	3d	—	×	✓	✓	×	×	×	×	×	nails	×

26. Uniforms req. by firm × Kind — Supplied by firm —

laundered by firm — Free — Cost to girl —

27. Health service:

Hosp. × First aid ✓ Chg. of Dr. full time × Dr. part time Ow call

Other Fac-lady No Resp. × Med. exam ✓ Other welfare Group Ins.

No Cloakroom for colored.

Group Ins. After 3 mos. employment insured for $1500 (death policy) which increases $100 a year until $1,000 is reached.

Much operators had their head bound with cloths for protection from sandust.

5-22-13 5-226-8 Other work

Factory Schedule U. S. DEPARTMENT OF LABOR 372
Sheet I. Ashby Veneer & Lumber Co. Inc WOMEN'S BUREAU

1. Name of factory _____ Per _____ Pres. Address _____

2. Product Furniture V. City Jackson ~~Ashby~~ Tenn

3. Person inter. T V Ashby Pos. Mgr & Prop Agent C E P

Person inter. X Pos. X Date 3/18/25

4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	27	41	68	Men			
Women	X	6	6	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	27	47	74	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.00	4.45	45	X	9 ✓	Day					
Sat.	7.00	3.45	45	X	8 ✓	Sat.					

Reg Wk Days 6 ✓ Reg wk Hrs 53 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime X

7. H.W.given out X Same work done in shop — Identical rates —

8. Wages

Length pay period Weekly Vac.without pay X With pay X

Deductions X

Bonus or commission X

Overtime pay X Straight time

9. Employment policy

Empl.mgr. X Oth.centr.method X Other Foreman

Records kept X

~~Survey Schedule~~ Ashby Veneer & Lumber Co., Inc.
Sheet 2.

Per ..... Res.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					
									All on one floor.

11. Employees allowed to use elevators —
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent'g
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
Stacking	A	1	Cem	✓	✓	+	X	X	✓	X	X	X	✓

Notes Two large drying kilns in workroom enclosed in steel. May be hot in summer but mgr. says, such as cross current as they have, takes away excess heat. Building is shed like with sliding doors on four sides.

17. Cleaning: Sweep Col men Freq. 1 ce day
By whom : Scrub X Freq. X

18. Natural light: Sliding doors on four sides and sash windows on two sides rooms large.
Shades or awnings X
In roof ✓ Monitor with windows in the sides F
Glare X
General Statement Workroom large for size of windows and inclosed wooden doors have to be shut, making section where women work rather dark. Inadequate.

19. Art.light: Gen.light: General electric lighting in bracket bulbs.
Indiv.hang.or adj. X
Glare X
General statement no lights near where women were working art light inadequate.

Ashby Veneer & Lumber Co., Inc.

...tory Schedule
Sheet 3.

Per ..... Pres.

20. Occupations

	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit ✓					
Stand					
Stock	X	—	—	—	
Both					

21. Heating Heat from drying kilns

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓												
Bblr.san.	X												
Bblr.Unsan.	✓												
Cooled	X												
Tank	X												
Cooler	X												
Faucet	X												
Other	X												
Cup. Ind.	X												
Cup. Com.	X												

Notes no washing facilities of any kind.

24. Toilets: Kind Privy Paper X Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. — Seat fl. — Sweep NRESP Freq —
Plbg rpr — Clean — Auto fl. — Freq — Scrub NRESP Freq —

Fl	No. using- Women-W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
outdoors	6	X	X	X	2	3	X	✓	X	X	✓	X	X	X	X	X	✓

Privy

Manager is about to install plumbing toilets, asked agent if it were more advisable to separate toilets of m & f by distance, said plumbing contractor wanted to group them together, mgr was doubtful and wanted advice. (By all means to separate by distance. C.B.P.)

ory Schedule
heet 4.

Ashby Veneer & Lumber Co., Inc.

Per ..... Pres.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch			Bench

Cloak								Lokr	Shlv	Racks	Wall hk		Seats

Work hours 8 cooler

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ① ✓ Chg. of Dr. full time X Dr. part time X
Other office girl No Resp. X Med. exam X Other welfare X

① Johnston kit

Tennessee

General Mercantile

16 Schedules

Tennessee,-Gen. Mercantile

3-24-8

Factory Schedule
Sheet I, Extra sheet 2-a + 1-a

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory J. Goldsmith & Sons. Address Main St.
2. Product Dept. Store. City Memphis Tenn.
3. Person inter. Mr. C. A Johnson Pos. Supt. Agent H. M. H.
   Person inter. Mr. Hach Pos. Cashier. Date 2-9-25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	119	30	149	Men			
Women	304	9	313	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	423	39	462	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Sales Day	8.30	5.30	45 min	15 min a.m. 15 min P.M.	7 3/4	Cashiers Day	8.30	5.30	45 min	30 min 2 cc D	7 1/4
Alternate Sat.	8.30	6	1 hr	15 min a.m. 15 min P.M.	8	Sat.	8.30	6	1 hr. 45 min	30 min 2 cc D	7 1/2
	9	9	1 hr 1 hr supper	15 min a.m. 15 min P.M.	9 1/2		9	9	1 hr 1 hr supper	30 min 2 cc D	9

Reg Wk Days 6 Reg wk Hrs 46 3/4 Reg Wk Day 43 3/4 Reg Wk Hrs 45 1/4

6. Seasonal or overtime

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly. Vac. without pay With pay
   Deductions X
   Bonus or commission Percentage on Sales above a certain amount. P. Ms.
   Overtime pay X

9. Employment policy
   Empl. mgr. X Oth. centr. method Other Supt. all sales people. Imp. Dept. head - all cashiers, inspectors, pakers.
   Records kept

over

...ry Schedule
Sheet I.-a

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory J. Goldsmith & Sons Co Address Main St.
2. Product — City Memphis Tenn
3. Person inter. — Pos. — Agent —
   Person inter. — Pos. — Date —
4. Number employed Day Night

White	Col.	Total	White	Col.	Total
Men			Men		
Women 23 + 2 col pressers			Women 10		
Girls			Girls		
Boys			Boys		
Total			Total		

5. Firm's scheduled hours Workrooms. Tailor Shop.

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	8.30	5.30	1 hr.	15 min 15 min	7 1/2	Day	8.30	5.30	45 min	15 min 15 min	7 3/4
Sat.	8.30	5.30	1 hr	15 min 15 min	7 1/2	Sat.	8.30	6	1 hr	15 min 15 min	8
							9	9	1 hr 1 hr supper	15 min 15 min	9 1/2

Reg Wk Days 6 Reg wk Hrs 45 Reg Wk Day 6 Reg Wk Hrs 46 3/4 48 1/4

6. Seasonal or overtime

7. H.W.given out Same work done in shop Identical rates

8. Wages
   Length pay period Vac.without pay With pay
   Deductions
   Bonus or commission
   Overtime pay

9. Employment policy
   Empl.mgr. Oth.centr.method Other
   Records kept

Schedule
S. Goldsmith & Sons
Memphis Tenn.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes ① dirty. 2 ② Part of the way. All of these stairways were of composition with morris treads ③. Comp with morris treads. ④ Part of each floor lower than rest about 8 steps, all wide, comp. with morris treads
Inside 6-5 fl.	wood	X	✓	✓	✓	✓	✓	① ✓	
4. stairs Inside 5-base	② comp. wood	X	✓	✓	X	X	✓	② ✓	
Inside 1-base	Comp	X	✓	✓	X	X	✓	③ ✓	
5 flors. Inside ④	Comp	X	✓	✓	X	X	✓	④ ✓	

11. Employees allowed to use elevators ✓

Workrooms.

12. Rooms Workroom	Code	Fl.	13. Floors Mat.	Rpr.	Cln.	Other	14. Aisles Obst.	Nar.	15. Ventilation Nat.	Artif	Special problem	16. Other Problem	Vent O. K
Alteration ①	A	6	wood	✓	✓	X	X	X	✓ ②	bugg fans	X	X	✓
Drapery wh on	B	5	linol	✓	✓	X	X	X	✓	bugg fan	X	X	✓
window shades	C	5	linol	✓	✓	X	X	X	✓	bugg fan	X	X	✓
③ Hemstitching	D.	3	wood	✓	✓	X	X	X	✓	bad fan	X	X	✓
Tailor shop	E	2	wood	✓	✓	X	X	X	✓	bugg fan	X	X	✓
Tube room	F	base	linol	✓	✓	X	X	X	X	④	X	X	✓

Notes ① An L shaped room ② Very good, gross ventilation air from 3 sides ③ Really a part of Artgoods Dept. ④ Room very airy, basement equipped with 3 exhaust fans, air from tubes tends to circulate air. Have an engineer who is constantly working on the ventilation system.

17. Cleaning: Sweep porter Freq. 1ce D.

By whom : Scrub porter Freq. 1ce W.

18. Natural light: A. large Sash. light from 3 sides. B} D - 2 sides. C + E - 1 side.

Shades or awnings ✓

In roof X

Glare X

General Statement Natural light was very good in all work rooms.

19. Art.light: Gen.light: A. Group lts, on table below eye level - green shades blue bulbs. Excellent

Indiv.hang.or adj. D. Adj table lts. E. Adj - goose neck lts.

Glare ✓ C + E Unshaded dp lts A unshaded dp - passers.

General statement

...edule
...J. Goldsmith & Sons
Memphis Tenn.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					

11. Employees allowed to use elevators _____

Salesrooms Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	O.K
Sales	G	5	linol carpet	✓	✓	X	X	X	✓	pad fans	X	X	✓
Sales	H.	4	Carpet	✓	✓	X	X	X	✓	pad fans	X	X	✓
Sales	J	3	carpet	✓	✓	X	X	X	✓	pad fans	X	X	✓
Sales Art goods	K	3	carpet	✓	✓	X	X	X	✓	pad fans	X	X	✓
Sales	L	2	wood lino. carpet	✓	✓	X	X	X	✓	pad fans	X	X	✓
Sales	M	1	wood	✓	✓	X	X	X	✓	pad fans	X	X	✓
Sales	N	Bsm	Linol wood	✓	✓	X	X	X	✓	✓ (1)	X	X	✓

Notes (1) Room very airy. Higher than most basement rooms. 3 exhaust fans in basement besides registers for vent'l. Engineer on job all the time. good circulation of air.

17. Cleaning: Sweep porter Freq. 1/w D. vacuum cleaner on carpets 1/w D.
By whom : Scrub porter Freq. 1/w W - wood floors & windows.

18. Natural light: Corner store - running thru to next block so all sales rooms get light from at least 2 sides & most of them get it from 3 sides. Large windows

Shades or awnings ✓

In roof X

Glare X

General Statement Light very good though rooms are so large - need artificial light for center parts of all sales rooms.

19. Art.light: Gen.light: Elec lt. dp. very high - df. globes some green shades & clear inside shades

Indiv.hang.or adj. X

Glare X

General statement Artif light in all sales rooms very good.

Schedule
3.

20. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need
Sit alteration, drapery, window shade, hemstitching, Tailor shop. Tube room.	H	✓	foot stools	✓①
Stand sales. ②	8	✓	x	x
Inspectors, supplies	H	✓	x	x
Both Cashiers	H	✓	x	x

Notes
① Needed for short workers. Anyone could have them.
② Plenty of seats everywhere, workers in all depts were observed sitting down. All chairs were either cane, leather or had cushions. Stools behind the counters were flap stools. These were used only on 1st and 2nd fl. Everywhere else were comfortable seats for the public but used freely by workers.

21. Heating Steam - radiators around walls.

22. Drinking facilities

			Floor	Kind
Public	✓	x ①		
Conven.	✓	✓		
Bblr.san.	—	—		
Bblr.Unsan.	✓	—	5	2 wash bowls
Cooled	✓	—	4	4 wash bowls
Tank	x	✓	3	5 " "
Cooler	x	x	base	3 " "
Faucet	x	x	base	3 " "
Other	x	x		
Cup. Ind.	—	x	① 3	3 " "
Cup. Com.	—	✓		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public										
Conven.										
Bblr.san.										
Bblr.Unsan.	x	x	✓	x	✓	✓	—	—	2	3 ce D.
Cooled	x	x	✓	x	liquid	✓	—	—	4	3 ce D
Tank	x	✓	✓	x	liquid	✓	paper	cont	—	—
Cooler	x	x	✓	x	liquid	✓	—	—	4	3 ce D
Faucet	x	✓	✓	x	liquid	✓	—	—	2	3 ce D. wl workers
Other										
Cup. Ind.	x	x	✓	x	liq	✓	—	—	n.	R.
Cup. Com.										

① Not in use yet but will be soon if you wish to count this instead of others.

Notes ①. In all work rooms were Tanks for the workers. very convenient.

24. Toilets: Kind plumb Paper ✓ Instrt x Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. x Sweep porters Freq 1ce D. Other
Plbg rpr ✓ Clean ✓ Auto fl. x Freq — Scrub porters Freq 1ce D. if necessary

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs ②	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
white	5	27	x	Y	x	5	6	✓①	✓	✓	cem	✓	✓	x	x	✓	✓	✓
white	4	37	100	X	x	8	23	✓	✓	✓	tile	✓	✓	x	x	✓	✓	✓
white	3	88	x	x	✓	16③	6+P	✓	✓	✓	tile	✓	✓	x	x	✓	✓	✓
white	base	85	x	x		7	13	✓	✓	✓	comp	✓	x	✓	x	✓	✓	✓
cul	base	9	x	x	✓	3	3	✓	✓	✓	comp	✓	x	x	clx	✓	✓	✓
	3		x	X	X	3	30	✓	✓	✓	tile	✓	x	✓	x	x	✓	✓

sched. is for present (④ condition RV

④ One toilet on 3rd fl. in process of construction on date of visit. This is for workers only. Was covered with tarpaulins so Agent could not get in. Guide said it had 3 seats. From outside looked as though it would be a nice one. (Later) Agent inspected room tho' it was not yet in use. will be soon if you think this should be counted instead of others

① Curtains in front of seats. This was not such a nice toilet room as others 3 & 4 fl. exceptionally nice. white tile floor. marble partitions. x in basement very good. ② All floors had drains ③ Sanitary seats.

Schedule
J. Goldsmith & Sons
Memphis

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
① Lunch	5	S	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	X
White Col. workers	5	S	✓	✓	X	X	✓	✓	✓	✓	✓	✓	X
		S											

								Cot	Chairs	Comf. Ch			Bench
② Rest	5	S	✓	✓	✓	X	girl in Supt. off.	3✓	✓	X			X

An extra Public rest room but girls are not supposed to use it.

	Cloak	3 rooms						Lokr	Shlv	Racks	Wall hk		Seats
③	A.B.C.	6-5	S	✓	✓	X	X	X	X	✓	X	✓	X
④		5	S	✓	✓	✓	X	X	✓	X	X	X	X
⑤		base	S	✓	✓	✓ ⑥	✓ ⑥	X	✓	X	X	X	X

26. Uniforms ~~req.~~ by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
① Hosp. ✓ - 2nd fl. First aid X Chg. of Dr. full time X Dr. part time X ~~X~~
Other girl in ~~Supt. Office~~ No Resp. X Med. exam X Other welfare

25-① good cafeteria - not especially attractive but clean. food served at cost a small room partitioned off from large room for colored workers, so they could sit down & eat comfortably.

25-② This is for quiet resting only, call it hospital room. Have 3 cots. Are remodeling much of store and former rest room was torn out, but will be put in again, a place for sitting & resting.

25-③ Small space partitioned off from each wh. room. ④ Lockers arranged in a long corridor leading to Cafeteria. This is for workers on 4 & 5 fl. as it is too far for them to go to large locker room in basement.
⑤ Large room filled with lockers. Next to toilets - but an exhaust fan in this room keeps the place well aired & O.K. ⑥ glass set into sidewalks gives a little light but not much.

27-1 Well stocked cabinet. girl in supt.'s office attends to it. ~~comfortable rest room~~

4-24-2

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Miller Bros. Store Address Market Street
2. Product Dept. Store City Chattanooga, Tenn.
3. Person inter. A. S. Miller Pos. Gen. Mgr. Agent E.E.
   Person inter. — Pos. — Date May 18th
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	37	17	54	Men			
Women	115	6	121	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	152	23	175	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	8:45	5:45	3/4	—	8 1/4	Day					
Sat.	8:45	6:00	3/4	—	8 1/2	Sat.					

Reg Wk Days 6 Reg wk Hrs 49 3/4 Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime Open three or four evening before Xmas, those who work late come in late.
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk Vac. without pay — With pay 2 wks. if employee has worked a year.
   Deductions For employees sick benefit ass'n. Membership voluntary 6 to 15¢ a week depending on salary.
   Bonus or commission On sales in ready to wear - yard goods - drapery, etc. depts.
   Overtime pay no overtime
9. Employment policy
   Empl. mgr. — Oth. centr. method Gen'l Mgr. Other —
   Records kept ✓

Miller. Bros. - Chattanooga

Schedule
2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside 1 & 4th	Wd	×	✓	✓	×	×	✓	—	Used by public.

11. Employees allowed to use elevators ✓
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
1st floor.	A	1	Wd	✓	✓	—	×	×	✓	✓	—	
2 " "	B	2	"	✓	✓	—	×	×	✓	✓	—	
3d "	C	3	"	✓	✓	—	×	×	✓	✓	—	
Alteration	D	2	"	✓	✓	—	×	×	✓	✓	—	
Mill.	E	2	"	✓	✓	—	×	×	✓	✓	—	

Vent
✓
✓
✓
✓

Notes Paddle fans - 3 large exhausts on first floor. Oscillating fans in dressers dept in summer.

17. Cleaning: Sweep ✓ Porters Freq. Daily
By whom: Scrub ✓ " Freq. Weekly or more frequently on 1st floor.

18. Natural light: Windows on three sides. Artificial light used in most depts. for display purposes.
Shades or awnings ✓
In roof ×
Glare ×
General Statement Natural light - O. K.

19. Art.light: Gen.light: Various fixtures but all adequate and shaded.
Indiv.hang.or adj. Individual hanging in alteration & millinery rms. Shades
Glare ×
General statement Artificial lighting satisfactory.

Miller Bros. Chattanooga.

...y Schedule
...eet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					Various kinds of chairs behind counters: some stool fastened to floor; portable stools; and chairs with backs. Girls allowed to sit.
M.D. Allenton	A+V	✓	×	×	
Stand					
Salesmen.	A.D. H.	✓	×	×	
Both					

21. Heating Steam radiators along walls and in aisles.

22. Drinking facilities

		Floor	Kind
Public	✓		
Conven.	✓		
Bblr.san.	×		
Bblr.Unsan.	✓	Bal.	basins
Cooled	✓	2d	"
Tank	—	4	"
Cooler	—		
Faucet	—		
Other	—		
Cup. Ind.	—		
Cup. Com.	✓		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public										
Conven.										
Bblr.san.										
Bblr.Unsan.	×	✓	✓	×	✓	✓	Paper	—	—	—
Cooled	×	✓	✓	×	✓	✓	"	—	—	—
Tank	×	×	✓	×	✓	✓	"	—	—	—

Notes Enamelled cup chained to drinking fountains

24. Toilets: Kind Flbg. Paper ✓ Instrt — Room cleaned by- Cl. Mand
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. ✓ Sweep ✓ Freq Daily
Plbg rpr ✓ Clean ✓ Auto fl. — Freq — Scrub ✓ Freq "

Fl	No. using- Women- W.	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Bal.	40	×	×	✓	6	10+P.	✓	✓	✓	Linoleum	✓	✓	×	×	✓	✓	✓
2d fl.	✓	×	×	✓	6	7+P.	✓	✓	✓	"	✓	✓	×	×	✓	✓	✓
4th fl.	140	×	×	×	3	30 but carries other facilities	✓	✓	✓	"	✓	✓	×	×	✓	✓	✓

No. per seat not more than 15 to 1 seat.

15 13/100

4th floor toilet is for employees only and is on same floor with rest room and cafeteria, but employees are allowed to use facilities for customers except customers' rest room.

Miller Bros - Chattanooga

...ory Schedule
...heet 4.

25. Service Facilities.

Lunch	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
	4th	—	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	—

Rest	Cot	Chairs	Comf. Ch	Bench
4th	✓	✓	✓	—

Cloak	Lokr	Shlv	Racks	Wall hk	Seats
Bl.	✓	—	—	—	×
2d.	✓	—	—	—	×
3	✓	—	—	—	×

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. × First aid ✓ Chg. of Dr. full time — Dr. part time —
Other Cafeteria director No Resp. — Med. exam — Other welfare ✓

An employees sick benefit association financed jointly by company and employees. Employees pay from 6 to 15¢ a week according to salary. Benefits vary from 5.50 to 11.50 a week. Duration of benefits a max. maximum of 10 wks. 100.00 death benefit.

Also have group insurance.

Cafeteria is open to public but employees receive a 25% to 50% reduction in cafeteria prices. Cafeteria director said that about 2/3 of employees ate in cafeteria.

✓ 2-24-4

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

"Miller's"

1. Name of factory Anderson Dulin-Varnell Co Address Gay St.
2. Product Dept. Store City Knoxville Tenn
3. Person inter. Mr Anderson Pos. Pres Agent H.M.H.
   Person inter. Miss Winters Pos. ? Date 4-22-25
   Mrs. Peck. Pay roll clerk
4. Number employed Day ~~Night~~ Lunch Room

	White	Col.	Total		White	Col.	Total
Men	46	16	62	Men	X	X	X
Women	151	4	155	Women	3	3	6
Girls	X	X	X	Girls	X	X	X
Boys	X	X	X	Boys	X	X	X
Total	197	20	217	Total	3	3	6

223

Lunch room workers not to be included

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	8.30	5.30	1 hr.	x	8 ✓	5 days Day	7.30	5	1/2 hr.	x	9
Sat. ①	8.30	6.30	1 hr.	x	8 ✓	1 day wk ~~Sat.~~	7.30	3	1/2 hr.	X	7

Reg Wk Days 6 ✓ Reg wk Hrs 48 ✓ Reg Wk Day 6 Reg Wk Hrs 52

6. Seasonal or overtime 3 mornings before X mas until 7.30-8.
   ① Beginning April 15th 1925 are keeping open until 6 P.M on Sat - is experimental
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period wk Vac. without pay X With pay ✓ 1 wk with full pay after 1 yrs. service.
   Deductions ✓ Tardiness only
   Bonus or commission ✓ Based on sales. Paid July + Jan.
   Overtime pay X
9. Employment policy
   Empl. mgr. X Oth. centr. method Pres. Other X
   Records kept ✓

Schedule Miller's
2.-a Knoxville Tenn.

10. Stairways: cont'd.

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside Balc-1	wood	X	✓	✓	X	(1) ✓	✓	(1) ✓	(1) 6 steps tainly steep come from opposite sides and join from there down it is wide.
Inside 4th-4th (2)	wood	X	✓	None X	X	X	✓	worn edges	(2) This floor is on a lower level there are 8 steps.
(3) Inside 3rd-3rd Lafts	wood	X	✓	✓	X	X	✓	X	(3) about 8 steps.

11. Employees allowed to use elevators ✓

Workrooms. cont'd.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent O.K.
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
Sales	K	1	wood	✓	✓	X	X	(1) ✓	✓	Needs + good lamps in summer	X	X	✓
Basking	L	Base	cem	✓	X	cluttered	X	X	X (2)		(3) ✓	X	(3) X
Printing	M	Base	cem	✓	✓	X	X	X	X (2)		(4) ✓	X	(2) X
Drapery wh sm	N	4	linol wood	✓	✓	X	X	X	✓		✓	X	✓
Alteration	O	3	linol wood	✓	✓	X	X	X	✓		✓	X	✓
Millinery wh sm	P	2	wood	✓	✓	X	X	X	✓		✓	X	✓

Notes (1) Tables in aisles (2) No window in room - air from other floors and a few windows in other rooms. no direct vent'l (3) think this must be close and stuffy in summer time. (4) Hot in summer from sun on the glass.

17. Cleaning: Sweep porter Freq. 1 ce D.

By whom : Scrub porter Freq. 1 ce W.

18. Natural light: Large store wind E. 3 sides A.B.D.O. 2 sides C.F.g.N.P. 1 side. H.K. wind set high 2 sides + large doors.

L. No out ~~side~~ window. M. light from glass set in sidewalk.

Shades or awnings ✓

In roof X

Glare X

General Statement light good everywhere except in L. Need Artif light there always.

19. Art. light: Gen. light: dfs. globes all sales rooms except C.

Indiv. hang. or adj. N. O. P. 1 indir. dfs. flame shades. M. blue globes, flame shades.

Glare ✓ C. This in Annex sales room - a cheap assortment of goods here equal to basement stock.

General statement Artif light satisfactory in all but room C. Unusual to find this condition in a sales room where the public is affected.

Schedule Miller's
Knoxville Tenn.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside 5-~~Bal~~ fl.	wood	X	✓	✓	X	X	✓	X	① rubber covering was loose "bubbly".
Inside 1st-base	rubber on wood	X	✓	✓	✓	✓	✓	✓ ①	
Inside 6-Balc	wood	X	✓	✓	X	X	✓	X	
~~Inside~~ Balc-1	wood	X	✓	✓	X	X	✓	X	

11. Employees allowed to use elevators ✓

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent O.K
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
Sales	A	4	wood	✓	✓	X	X	X	✓	Electric fans in windows and paddle fans	X	X	✓
Sales	B	3	Carpet wood	✓	✓	X	X	X	✓		X	X	✓
Sales Annex	C	3	wood	✓	✓	X	X	X	✓		X	X	✓
Sales	D	2	Carpet	✓	✓	X	X	X	✓		X	X	✓
Sales	E	2	~~Carpet~~ wood	✓	✓	X	X	X	✓		X	X	✓
Sales	F	Balc	wood	✓	✓	X	X	X	✓		X	X	✓
Sales	G	Balc	wood	✓	✓	X	X	X	✓		X	X	✓
Sales	H	1	wood	✓	✓	X	X	X	✓		X	X	✓

Notes Building has been remodeled from several old buildings. Much cut up into small rooms.

17. Cleaning: Sweep _____ Freq. _____

By whom : Scrub _____ Freq. _____

18. Natural light: _____

Shades or awnings _____

In roof _____

Glare _____

General Statement _____

19. Art.light: Gen.light: _____

Indiv.hang.or adj. _____

Glare _____

General statement _____

...ellers
Knoxville Tenn.

Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr.	Caf (1)	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch	3	S	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	X

Hot meals at cost - very attractive room.

								Cot	Chairs	Comf. Ch	Bench
Rest	Balc	S	✓	✓	✓	X	✓	2✓	✓	X	X

this is really the hospital room. Kept locked except for illness etc.

								Lokr	Shlv	Racks	Wall hk	Seats
(2) Cloak	see notes below.							X	✓	✓	X	X

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. ✓ First aid ✓ Chg. of Dr. full time X Dr. part time X
Other office No Resp. X Med. exam X Other welfare ✓ (1)

25 - (1) well arranged. hooks on stores exhaust fans.
(2) In each room and sometimes there are several in one room. a small cupboard-like arrangement has been built to take care of wraps. have a rack & shelves in them. There are no outside windows - they are almost like lockers but are very much larger.

27 - (1) group ins. 3 months service $5.00 ins. $100 pays up to $1000. firm pays for this, but workers may take out an additional amt. equal to other and pay for that themselves

Schedule Millinery
No. 3. Knoxville Tenn.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit Alteration	H	✓	–	X	
Millinery sew	H	✓	–	×	
Stand Sales H. 1.	C	✓	~~×~~	~~X~~	
other floors.	C O	✓	~~×~~	~~X~~	
Both drapery wk rm.	H	✓	–	×	

21. Heating Steam radiators under tables in room - along walls. In. Stove in N.

22. Drinking facilities

23. Washing facilities

		Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Towels Individual Kind	Towels Individual Freq	Towels Common No	Towels Common Freq
Public	✓												
Conven.	✓												
Bblr.san.	–												
Bblr.Unsan.	✓ 1st fl.	1st bale	2 wash bowls 2	×	×	✓	×	liquid	✓	paper	cont	×	–
Cooled	✓												
Tank	×	✓ For Public											
Summer Cooler	✓	1st bale	2 wash bowls 2	× (d)	✓	✓	×	liquid	✓	paper	cont	×	–
Faucet	✓												
Other	×		(1) workers may use this tho' it is for the public										
Cup. Ind.	X												
Cup. Com.	X												

Notes

24. Toilets: Kind plumb Paper ✓ Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. X Seat fl. ✓ Sweep porter Freq 3 or 4 wkD.
Plbg rpr ✓ Clean ✓ Auto fl. X Freq – Scrub porter Freq 1 or 2 wkD.

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	Ventilation art	Ventilation oth rm.	Light out wnd	Light art	Room cln
col (1)	Bale	7	×	×	×	1	7	–	–	–	–	–	–	–	–	–	–	–
white		154	30	×	×	6	23	✓	✓	✓	✓ marble	✓	✓	×	×	✓	✓	✓
white (2)	3			×	×	2		✓	✓	✓	X wood	X	✓	×	×	✓	✓	✓
white (3)	Bale.	Public				12		✓	✓	✓	✓ marble	✓	✓	×	×	✓	✓	✓

(1) 1 seat for col. workers in a corner - carefully designated.

(2) This is an old toilet, not used a great deal.

(3) This is for Public but women may use if necessary.

(2) + (3) are very fine toilet rooms marble partitions everything very clean + sanitary.

Tennessee

Laundries

18 Schedules

✓ 1/9 26-1

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Chattanooga Steam Laundry Address E Main St
2. Product Laundry City Chattanooga Tenn.
3. Person inter. J W Orr Pos. Treas. Agent C E P
   Person inter. — Pos. — Date 5/6/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	7	7	14	Men			
Women	9	40	49	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	16	47	63	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	700	530	30	x	10 ✓	Day					
Sat.	700	100	x	x	6 ✓	Sat.					

Reg Wk Days 5½ Reg wk Hrs 56 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime X
7. H.W.given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period Weekly Vac.without pay x With pay x
   Deductions X
   Bonus or commission X
   Overtime pay X
9. Employment policy
   Empl.mgr. x Oth.centr.method Sept Other x
   Records kept x

chedule

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
1-2 Inside	Wood	x	✓	✓	x	x	✓	x	

11. Employees allowed to use elevators ✓ (freight elevator)
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Press	A	2	wood	✓	✓	x	x	x	✓	✓ ①	x	x
wash + flatwork	B	1	wood	✓	✓	x	✓	x	✓	②	✓ ③	x ④

Notes ① Two 60 inch exhaust fans in motion ventilation good, room cool.
② 3 exhausts, only one running on day of visit
③ Steam from washers + no hoods over flatwork machines.
④ Toilets vent into workroom.

17. Cleaning: Sweep Janitor + janitress Freq. 1 ce day
By whom : Scrub Mens Freq. 1 ce wk.

18. Natural light: A Natural light on three sides
B Natural light two sides.
Shades or awnings x
In roof x
Glare x
General Statement Natural light appr ok.

19. Art.light: Gen.light: General electric lighting large pan reflectors.
Indiv.hang.or adj. x
Glare x
General statement Artificial light appr ok.

Schedule
3.

20. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
Press					
Work	X				all stand on occ. chair
Flatwork					
Both					

21. Heating Heat from machines only - other not needed.

22. Drinking facilities

23. Washing facilities

		Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓												
Bblr.san.	X												
Bblr.Unsan.	✓	2	Sink	X	X	✓	✓	✓	X	—	—	—	—
Cooled	✓	1	Sink	✓	X	✓	✓	✓	X	—	—	—	—
Tank	X												
Cooler	X												
Faucet	X												
Other	X												
Cup. Ind.	X												
Cup. Com.	X												

Notes

24. Toilets: Kind Plumb Paper ✓ Instrt X
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X
Plbg rpr ✓ Clean ✓ Auto fl. X Freq —

Room cleaned by-
Sweep Janitor Freq 1 a day
Scrub Janitor Freq 1 a day

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
col	2	9	X	X	X	1	9	✓	✓	X	X	X	X	X	✓	X	X	✓
wh	2	40	X	X	X	1	40	✓	✓	X	X	X	X	X	✓	X	X	✓

All workroom.

Toilet very clean & well kept.

Schedule
Sheet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs		Comf. Ch		Bench

Cloak								Lokr	Shlv		Racks	Wall hk	Seats
								X	X		X	✓	X
								Walls around wall					

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl -

27. Health service:
Hosp. X First aid kit Chg. of Dr. full time X Dr. part time X
Other office girl No Resp. X Med. exam X Other welfare X

1/6 — 26 — 2

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Model Laundry Address [illegible]
2. Product Laundry City Chattanooga
3. Person inter. Mr. White Pos. Supt. Agent E. L. Best
   Person inter. Mr. Long Pos. Owner Date 5/17/[illegible]
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	24	4	28	Men			
Women	14	45	59	Women			
Girls	—	—	—	Girls			
Boys	—	—	—	Boys			
Total	38	49	87	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7 00	5 30	30	—	10 ✓	Day					
Sat.	7 00	2 30	30	—	7 ✓	Sat.					

Reg Wk Days 6 ✓ Reg wk Hrs 57 ✓ Reg Wk Day ____ Reg Wk Hrs ____

6. Seasonal or overtime — Usually get off early on Friday & Sat. (by 1 00)

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period 1 wk Vac. without pay X With pay X
   Deductions X
   Bonus or commission —
   Overtime pay —

9. Employment policy
   Empl. mgr. X Oth. centr. method Supt. Other X
   Records kept X

...al Laundry

...edule

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
All on one floor									

11. Employees allowed to use elevators X

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other Insp.
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Wash & mangle	A	1st	wood	✓	✓	—		\	* ✓ —	✓	heat & steam	X
Ironing	A	1st	Cement	✓	✓	—	*	\	* ✓ —	✓	"	no hoods X
Sorting & mat.										Hand — wall attach of each room		on mangle

Notes Seemed rather upset & not very orderly
✓ — Natural ventilation was not very good & in typical industrial — very hot on day of visit

17. Cleaning: Sweep Cap workers Freq. daily

By whom : Scrub janitor Freq. weekly

18. Natural light: At two ends of workroom — doors at one & windows at other

Shades or awnings X

In roof X

Glare X

General Statement Fair

19. Art.light: Gen.light: Bulbs with pan shaped reflectors close to ceiling

Indiv.hang.or adj. X

Glare \

General statement Fair — doubt if there are enough lights

Schedule
3.

0. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit ✓					
Stand Boilers	a few chairs + boxes				
Pressers	scattered around				
Ironers	room	X			
Feeders + Take-off	A		X	X	
Both Washers	A	X			

21. Heating from industry

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	✓		
Bblr.Unsan.	—	W	non-ind
Cooled	✓		
Tank	✓		
Cooler	✓		
Faucet	—		
Other	—		
Cup. Ind.	—		
Cup. Com.	✓ Fun cup		

23. Washing facilities

Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
✓	X	✓	✓	✓	X	—	—	—	—

Notes

24. Toilets: Kind Plb Paper ✓ Instrt X Room cleaned by- Girls
Seat rpr* ✓ — Clean* ✓ — Hand fl. ✓ Seat fl. — Sweep ✓ Freq daily
Plbg rpr ✓ Clean* ✓ Auto fl. — Freq — Scrub ✓ Freq occasionally
*/ out toilet — White toilet room — White clean and cl.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
W	14	X	X	X	1	14	X	✓	X	X	X	X	X	✓	X	X	✓
col. W	45	X	X	X	1	45	X	X	X	X	X	X	X	✓	X	X	X

light from not room

Schedule
t 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch			Bench

Cloak								Lokr	Shlv	Racks	Wall hk		Seats
For col only	W	toilet	X	X	X	✓	X	X	X	X	✓ – wall room for white		benches

26. Uniforms req. by firm X Kind _____ Supplied by firm _____ See note for col

laundered by firm _____ Free _____ Cost to girl _____

27. Health service:

Hosp. X First aid iodine & salt Chg. of Dr. full time — Dr. part time —

Other — No Resp. ✓ Med. exam — Other welfare —

25 – Col. girls had cloak room or rather lockers around toilet seat & Supt. sends girls out if they have bad burn or crushed finger – otherwise girls help each other.

Formerly white girls had a cloak room in toilet room but it was too hot & girls would not use it – also too dirty.

✓ 1/9-26-3 Orig sent to Mr Best 2/10/26 Ret 2/17/26

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

372

1. Name of factory Crown Laundry Address Market St
2. Product general wash City Chattanooga Tenn
3. Person inter. Mr H R Cantrell Pos. Owner Agent E L Best
   Person inter. Mr. Porter Pos. Bookkeeper Date 5/13/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	5	10	15	Men			
Women	6	25	31	Women			
Girls	—	—	—	Girls			
Boys	—	—	—	Boys			
Total	11	35	46	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:00	5:30	30	—	10	Day					
Sat.	7:00	2:00	—	—	7	Sat.					

Reg Wk Days 6 Reg wk Hrs 57 Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime Occasionally they work a full (10 hr) day on Saturday to catch up
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk Vac. without pay X With pay X
   Deductions stoppages - $.05 minute is deducted
   Bonus or commission X
   Overtime pay If they stay an hour or two later on a week day they are given .10 or .15 cents extra
9. Employment policy
   Empl. mgr. X Oth. centr. method Sept Other X
   Records kept X

Schedule I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Crown Laundry Address 17th Market St.
2. Product General wash City Chattanooga - Tenn
3. Person inter. Mr. H. R. Cantrell Pos. Owner Agent C. L. Best
   Person inter. Mr Porter Pos. Book keeper Date 5/13/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	5	10	15	Men			
Women	6	25	31	Women			
Girls	—	—	—	Girls			
Boys	—	—	—	Boys			
Total	11	35	46	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7 00	5 30	30	—	10	Day					
Sat.	7 00	2 30	—	—	7	Sat.					

Reg Wk Days 6 Reg wk Hrs 57 Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime Occasionally they work a full (10 hrs) day or Saturday to catch up
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk Vac. without pay X With pay X
   Deductions Laundry - $.05 minutes is deducted
   Bonus or commission X
   Overtime pay If they stay an hour or two later on a week day they are given 10 or 15 cents extra
9. Employment policy
   Empl. mgr. X Oth. centr. method Supt. Other X
   Records kept X

Laundry

Schedule

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Center of Bldg	wood	X	✓	✓	X	X	✓	—	—

11. Employees allowed to use elevators Only for freight X

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Int. O.K.
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
Washing + mangling	A	1st	Cement *	✓	✓	—	X	X	✓	** X	—	—	✓
Drying + ironing	B	2nd	wood	✓	✓	—	X	X	✓	X	*	—	X
Sorting + marking	C	3rd	"	✓	✓	—	X	X	✓	X	—	—	✓
Dry clean press													
			Same girls stand on wooden platforms some did not										

Notes 15- B room needs fans or artificial vent. - on morning of visit it was very hot & the day was cool
(** no hoods on mangles but steam was not bad on day of visit - ceiling was very high in A work room

17. Cleaning: Sweep Girls Freq. daily

By whom : Scrub Porter Freq. weekly

18. Natural light: A or 4 sides - B. 3 sides C. 4 sides - good cross current of air - no buildings very near

Shades or awnings X

In roof X

Glare X windows rather dirty

General Statement Good

19. Art.light: Gen.light: Large hanging bulbs - fan shaped reflectors

Indiv.hang.or adj. X

Glare X

General statement Good - much better than in most laundries

20. Occupations

	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Dry cleaning pres.	A	✓	X	X	
Stand Sorter & mn.	stools	X	X	X	
Presser	"	X	X	X	
Finisher	"	X	X	X	
X					
Both Take off	stools	✓	X	X	

21. Heating Furnace in basement - no other necessary

22. Drinking facilities

Public	X
Conven.	✓
Bblr.san.	—
Bblr.Unsan.	—
Cooled	—
Tank	✓
Cooler	✓
Faucet	—
Other	—
Cup. Ind.	—
Cup. Com.	Tin dipper

23. Washing facilities

	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public												
Conven.												
Bblr.san.												
Bblr.Unsan.	2nd	lavatory	X	X	✓	✓	X	X	—	—	—	—
Cooled	" Colored	" "	X	X	✓	✓	X	X	—	—	—	—
Tank	girls											
Cooler												
Faucet												
Other												
Cup. Ind.												
Cup. Com.												

Notes Some towels were hanging on walls in dressing room but they were brought by the girls

24. Toilets: Kind Pbl Paper X Instrt X Room cleaned by- Girls & porter
Seat rpr ✓ — * Clean ✓ Hand fl. ✓ Seat fl. — Sweep girls Freq daily
Plbg rpr ✓ — * Clean ✓ — Auto fl. — Freq — Scrub porter Freq weekly

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
2nd	6	X	X	X	1	6	✓	✓	✓	X	✓	✓	X	X	✓	X	✓
col 2nd	25	X	X	X	2*	25	✓	✓	X	X	X	✓	X	✓—	✓	X	✓—
						2											
						line											
						of											
						sight											

24 - One seat in col. toilet & the plumbing in one col. toilet out of repair

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch		Bench
								✓	white girls	cloak room		

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	good	toilet	✓	X	✓	✓	X	X	X	X	✓	✓
col	good	"	✓	X	✓	✓	X	X	X	X	✓	✓

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. — First aid ✓ Chg. of Dr. full time — Dr. part time —
Other Inspr. No Resp. — Med. exam — Other welfare —

✓ 2-26-4

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Bell Laundry. Address
2. Product Laundry City Knoxville Tenn
3. Person inter. Mr. Chas L. Parham Pos. Mgr. Agent H.M.H
   Person inter. Pos. Date 4-18-1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	12	1	13	Men			
Women	32	X	32	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	44	1	45	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7	5	30 min	X	9½	Day					
Sat.	7	3	30 min	X	7½	Sat.					

Reg Wk Days 6 Reg wk Hrs 55 Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime A little busier summer but not much.

7. H.W.given out X Same work done in shop — Identical rates

8. Wages
   Length pay period 1 wk Vac.without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay X Paid at rate of 25cts per hr.

9. Employment policy
   Empl.mgr. X Oth.centr.method Foreman Other X
   Records kept X.

~~y Schedule~~ Bell Laundry
Sheet 2. Knoxville Tenn.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes ① steps were rather badly worn in places.
Inside 1-base	wood	X	✓	✓	X	X	✓	①②	② dirty.
Inside 1-3	wood	X	✓	✓	X	✓	✓	①②	

11. Employees allowed to use elevators X
Workrooms.

12. Rooms Workroom	Code	Fl.	13. Floors Mat.	Rpr.	Cln.	Other	14. Aisles Obst.	Nar.	15. Ventilation Nat.	Artif	Special problem	16. Other Problem	Vent O.K.
flat work	A	base	cem	✓	X	① platform	X	X	✓	inlet + outlet fans	② X	X	✓
Starch	B	1	wood	✓	X	X	X ④	X	✓	rendr fans	③ ✓	X	X
Finish	C	2	wood	✓	X	uneven splinter	X	X	✓	exhaust fan	X	X	✓
Rough Dry	D	3	wood	✓	X	worn splinter	X	X	✓	X	X	X	✓
Sep Bldg. Dry Clean	E	1	wood	✓									✓

Notes ① feed is only. ② ~~high~~ windows high at the side above the mangle carried away practically all the steam. Inlet + outlet fans in this room, made the ventilation O.K. ③ Dryers in this room which was small anyway, made the room very hot. ④ A lot of pipes, parts of machinery etc piled in the corner. Made it look very messy.

17. Cleaning: Sweep Mon Freq. 1 a D.
By whom : Scrub Men - basement only (A) Freq. 1 a W. other rooms X.

18. Natural light: A. small basement windows 3 sides B. sash 2 sides C + D sash 4 side E.
Shades or awnings X
In roof ✓ D - 2 skylights.
Glare X
General Statement A + B needed supplementary artif. light in part of room. others probably needed it very seldom.

19. Art. light: Gen. light: A. dp. lts - shaded. B dp. lts unshaded. C-D dp. high shaded. E. dp. lts unshaded.
Indiv. hang. or adj. X
Glare ✓ B. Possibly E. the natural very good + probably seldom use artif.
General statement light not satisfactory throughout. Plenty of lights about and part of them shaded. - but in B + E there was probably glare.

...y Schedule Bell Laundry
...eet 3. Knoxville Tenn.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand flat work. Starch. Sort mach ~~flat~~ hand iron mch iron.	X	—	—	—	
Both Dryclean	H		X	X	
Sort. rough dry.	C	✓	X	X	

21. Heating A.B.C.E. Heat from machinery D. steam pipes overhead.

22. Drinking facilities

		Floor	Kind
Public	X		
Convens.	✓		
Bblr.san.	—		
Bblr.Unsan.	—	base	faucet over tub 2
Cooled	—	1	1 sink 2
Summer Tank	✓ - Room E	2	~~wash bowl~~ 1
Cooler	X	3	1 sink 2
Cooled - Faucet	✓		
Other	X		
Cup. Ind.	X (1)		
Cup. Com.	X		

23. Washing facilities

Share with M	Share with P	Cln	Hot water	Soap	Towels: Fur	Individual Kind	Individual Freq	Common No	Common Freq
✓	X	X	✓	✓	use laundry supply				
X	X	✓	✓	✓					
X	X	✓	✓	✓					
X	X	✓	✓	✓					

Notes (1) girls have own cups

24. Toilets: Kind plumb Paper ✓ Instrt X Room cleaned by-
Seat rpr ✓ Clean X 1½ Hand fl. ✓ Seat fl. — Sweep women Freq 1a D.
Plbg rpr ✓ Clean X Auto fl. X Freq — Scrub X Freq —

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation cut wnd	art	oth rm.	Light cut wnd	art	Room cln
wh	1	14	1	X	X	1	15	✓	X	X	X wood	X	✓	X	wk	✓	✓	X
wh.	2	14	X	X	X	1	15	✓	X	X	X wood	X (1)	✓	(1) ✓	X	✓	✓	X
wh.	1	3	X (2)	X	X	1	3	✓	X	✓	X cem	✓	✓	X	X	✓	✓	X (3)

(1) Room not ceiled but exhaust fan for room was just above here so toilet room got the benefit of it.
(2) This toilet room was in the yard. Possibly that the men might use it sometimes, as the drivers would be near it most of the time. Also (3) there was a motor in the toilet room, which ran some of the machinery. Room looked greasy + oily generally unkempt.

...y Schedule Bell Laundry
...heet 4. Knoxville Tenn.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X

Rest	Cot	Chairs	Comf. Ch	Bench	
	X	X	X	X	

Cloak	3	S	✓	✓	✓	X	X	Lokr X	Shlv X	Racks X	Wall hk ✓	Seats ✓	

Probably only women in C & D use this, as wafs were hanging on nails in all other rooms.

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ✓ (1) Chg. of Dr. full time X Dr. part time X
Other Foreman No Resp. X Med. exam X Other welfare X

27-(1) - a few remedies
Workmen's Comp

General Note.

Firm is in hands of receiver at present. Hope to be clear of it before long. This is one reason why there is so much junk around. They cannot throw anything away. They expect to make a great deal many changes & improvements as soon as they can get at it.

2-26-5

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

SANITARY LAUNDRY CO.

1. Name of factory _____ Address 417 Walnut St
2. Product Laundry City Knoxville Tenn.
3. Person inter. L. Rogers Pos. Prop. Agent C & P
   Person inter. — Pos. — Date 4/14/24
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	6	5	11	Men			
Women	18	28	46	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	24	33	57	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	700	530	1/2	x	10	Day					
Sat.	700	1200	x	x	5	Sat.					

Generally finish from 10 to 12 on Saturday.

Reg Wk Days 5 1/2 Reg wk Hrs 55 Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime x

7. H.W. given out x Same work done in shop — Identical rates —

8. Wages

   Length pay period Weekly Vac. without pay x With pay x

   Deductions x

   Bonus or commission x

   Overtime pay Straight pay

9. Employment policy

   Empl. mgr. x Oth. centr. method x Other Foremen

   Records kept x

PAY TO THE ORDER OF

CITY NATIONAL BANK
253 KNOXVILLE, TENN. 253
SANITARY LAUNDRY CO.

Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
1-2 Inside	wood	x	✓	✓	x	x	x	worn	
2-3 Inside	wood	x	✓	✓	x	x	x	worn	

Building in a very dilapidated condition

11. Employees allowed to use elevators x
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr. (1)	Cln.	Other	Obst. (2)	Nar.	Nat.	Artif (3)	Special problem	Problem
Sort + Flatwork	A	3	wood	x	✓	splinty	✓	✓	✓	x	steam heat	from washers x
Flatwork	B	2	wood	x	✓	splinty	✓	✓	✓	✓	heat	x
Press	C	2	wood	x	✓	splinty	✓	✓	✓	✓	heat	x
												(4) Toilet vents into workroom.

heat obj x x x (4)

(1) floors badly worn building very old.
(2) aisles piled up with washings + trucks almost impossible. "B" Way to toilet very narrow between large
Notes tanks and washing machines dangerous.
(3) Exhausts in B + C seemed to have no effect whatever on heat. C was extreme. heat waves from presses among in a small room felt like an oven.

17. Cleaning: Sweep Workers Freq. 1 a day
By whom : Scrub x Freq. —

18. Natural light: A two sides B two sides C two sides
one next to other building (poor.) sash windows.
Shades or awnings x
In roof x
Glare x
General Statement natural light poor

19. Art.light: Gen.light: General drops unshaded bulbs
Indiv.hang.or adj. x
Glare ✓ Unshaded bulbs
General statement artificial light poor.

PAY TO THE ORDER OF
CITY
253
SANITARY CO.

...ale

...upations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand all	C	occ	K	X	
Both					

21. Heating heat from machine.

22. Drinking facilities

23. Washing facilities

		Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓												
Bblr.san.	X												
Bblr.Unsan.	✓								X	—	—	—	—
Cooled	✓												
Tank	X												
Cooler	✓	coils for bubbler & faucet											
Faucet	✓												
Other	X												
Cup. Ind.	X												
Cup. Com.	X												

Notes

24. Toilets: Kind Plumb Paper ✓ Instrt X
Seat rpr X Clean X Hand fl. ✓ Seat fl. X
Plbg rpr ✓ Clean X Auto fl. X Freq —

Room cleaned by-
Sweep girls Freq when they
Scrub girls Freq have time

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm. ①	Light out wnd	art	Room cln
col. wi. 2nd men 1st + women		30	X	✓	X	1	15 + M	✓	X	X	X	X	✓	X	✓	✓	✓	X
			X	✓	X	1		✓	X	X	X	X	X	X	✓	X	X	X
col 2nd		16				1	16 + M	✓	X	X	X	X	X		✓	X	X	X

① washroom

PAY TO THE ORDER OF
CITY NATIONAL BANK
253 KANSAS CITY, MO. 253
FOR DEPOSIT ONLY
SANITARY LAUNDRY CO.

Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch			Bench

(25) Cloak								Lokr	Shlv	Racks	Wall hk		Seats
	3	Sep	X	X	X	✓	X	X	X	X	nails		X
	2	Sep	X	X	X	✓	X	X	X	X	nails		on wall

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid (1) ✓ Chg. of Dr. full time X Dr. part time X
Other X No Resp. (2) ✓ Med. exam X Other welfare X

(25) Cloak room is a partition curtained off from workroom very dirty & neglected

(21) picric acid only. (2) Any body in office.

Chairs stop on feet work pers.

2-26-6

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Crescent Laundry Address No. Gay + 4th Avenue
2. Product Laundry City Knoxville, Tenn.
3. Person inter. O. R. Hutsell Pos. Owner Agent E. E.
   Person inter. - Pos. - Date April 16, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	4	×	4	Men			
Women	9	11	20	Women			
Girls	×	×	×	Girls			
Boys	×	×	×	Boys			
Total	13	11	24	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:00	5:00	1/2	-	9 ✓	Day					
Sat.	7:00	1:00	-	-	6 ✓	Sat.					
Monday	8:00	5:00	1/2	-	8 ✓						

Reg Wk Days 5 ✓ Reg wk Hrs 52 ✓ Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime ×

7. H.W. given out × Same work done in shop — Identical rates —

8. Wages
   Length pay period 1 wk. Vac. without pay × With pay ×

   Deductions ×

   Bonus or commission ×

   Overtime pay ×

9. Employment policy
   Empl. mgr. × Oth. centr. method Owner Other ×
   Records kept ×

Laundry
Schedule
2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside	Wd	×	✓	✓	×	×	✓	—	

11. Employees allowed to use elevators none

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem Vent
Mark-Sat	A	1	Wd	✓	✓	—	×	×	✓	✓	—	✓
Mark-Sat	B	2	Wd	✓	✓	—	×	×	✓	✓	—	✓

Notes Exhaust fans in back wall both on second and first floors. Also oscillating electric fans on second floor ironing room. Food over one flat rack.

17. Cleaning: Sweep ✓ Men & Women Freq. Daily

By whom : Scrub ✓ Men Freq. No regularity.

18. Natural light: Sash Windows on two sides first floor and on three sides 2d floor.

Shades or awnings Windows on first floor translucent. Shades on 2d.

In roof ×

Glare ×

General Statement Natural light O.K.

19. Art.light: Gen.light: Unshaded bulbs - drop cords.

Indiv.hang.or adj. ×

Glare From unshaded bulbs.

General statement Artificial light poor - poorly placed and probably insufficient.

...ndy.
...chedule
...3.

20. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
					No seats of any kind on second floor.
Stand					
Many girls	×	×	–	–	One stool for 9 girls on first floor.
Hand Ironers	1	×	–	–	
Markers-Assnt.	2	×	–	–	
Both					

21. Heating None

22. Drinking facilities

		Floor	Kind
Public	×		
Conven.	✓		
Bblr.san.	×		
Bblr.Unsan.	×	1	Sink
Cooled	–	2	"
Tank	✓ Used		
Cooler	×		
Faucet	–		
Other	–		
Cup. Ind.	✓		
Cup. Com.	✓		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public										
Conven.										
Bblr.san.										
Bblr.Unsan.	✓	×	✓	✓	✓	×	–	–	–	–
Cooled	✓	×	✓	✓	✓	×	–	–	–	–
Tank										
Cooler										
Faucet										
Other										
Cup. Ind.										
Cup. Com.										

Notes

24. Toilets: Kind Plbg Paper × Instrt × Room cleaned by- Women
Seat rpr ✓ Clean × Hand fl. ✓ Seat fl. × Sweep ✓ Freq No regularity
Plbg rpr ✓ Clean × Auto fl. — Freq — Scrub × Freq —

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
White	2	9	1	×	×	1	10	✓	×	✓	×	×	✓	×	✓	✓	✓	×
Col.	2	11	×	×	×	1	11	✓	×	✓	×	×	×	×	✓	×	✓	×

Toilets dirty. Crumpled up newspapers scattered on floor

Laundry

Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch			None										

Rest	None	Cot	Chairs	Comf. Ch	Bench	

Cloak	2d	—	×	✓	×	× ✓	×	Lokr ×	Shlv ×	Racks ×	Wall hk ✓	Seats Crude bench

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. × First aid × Chg. of Dr. full time — Dr. part time —
Other — No Resp. — Med. exam — Other welfare ×

Cloakroom dirty - old shoes and soiled discarded clothing lying around.

3-26-7

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Memphis Steam Laundry Address 86 No. Second St.
2. Product — City Memphis, Tenn.
3. Person inter. H. R. Wengler Pos. Supt. Agent E. E.
   Person inter. _____ Pos. _____ Date March 3, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	4	25	29	Men			
Women	5	167	172	Women			
Girls				Girls			
Boys				Boys			
Total	9	192	201	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:30	5:30	30'	—	9 2	Day					
Sat.	7:30	12:00	?- See #6		4 2	Sat.					
Rough Dry Mon. Tu	9:00	6:30	30		9 9						
Reg Wk Days	~~9 5~~		Reg wk Hrs		* 52	Reg Wk Day			Reg Wk Hrs		

6. Seasonal or overtime X * Mgt. reserves right to work employees up to 57 hrs. without considering such services "overtime".

use 57 as ch wkly hrs

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages

Length pay period 1 wk. Vac. without pay X With pay X

Basis of pay not irregular in several respects. Some were paid on a basis of 6 days of 9 2 hrs. each for wk. and were docked for any time less than 57 hrs while others were paid for a full wk. if they worked 52 2 or more hours. A few instances were noted where workers were paid on a salary basis even though time was lost.

Deductions

Bonus or commission X

Overtime pay Not unless work over 57 hours which is illegal and not recorded.

9. Employment policy

Empl. mgr. X Oth. centr. method X Other Foremen

Records kept X

Memphis Steam Laundry

Schedule
2.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
Inside			O. K.	O. K.					Two stairways
w workrms	Wd.	×	✓	✓	×	×	✓	—	between each
									floor. Conditions
									similar in all.

11. Employees allowed to use elevators No.
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	Vel O/T
Washers & marking		1	Wd. Cem.	✓	✓	—	×	×	✓	✓	Heat.	—	✓ ×
Mangles & washers.		2	Wd	✓	✓	—	×	×	✓	✓	—"	— see note	✓ ×
Pump press-stain & mers.		3	Wd	✓	✓	—	×	×	✓	✓	—"	—	✓ ×
Sorting-linen & towel rm.		4	Wd	✓	✓	—	×	×	✓	✓	—"	—	✓ ×
			Cement floor around washers.										

Notes No hoods over mangles -
Cold air forced into room, thru - small pipes
Bending near hand and pump press operators. Believe it would be hot in summer nevertheless. Few fans but too far apart.

17. Cleaning: Sweep ✓ By porters. Freq. Daily & continuous clng.
By whom : Scrub ✓ " " Freq. No regularity of schedule

18. Natural light: Good - ~~fair~~ - on 3d & 4th floors which project above surrounding buildings.
Shades or awnings ✓ All windows had shades.
In roof ×
Glare ×
General Statement Artificial light used constantly on first and second floors.

19. Art.light: Gen.light: General ceiling pan reflectors with some frosted and
Indiv.hang.or adj. × some unfrosted bulbs.
Glare ×
General statement Lighting in part of second floor seemed inadequate.

Memphis Steam Laundry.

Schedule
t 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Menders	A	✓	–	–	A few stools were noticed but none were in use. Only workers sitting were menders.
Stand					
All but menders.	Stools	X	–	–	
Both					

21. Heating

22.

Drinking facilities		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	X		
Bblr.Unsan.	1 (1st fl.)	1	Sinkin
Cooled	X	2	
Tank	✓ ea. fl.	3	workrm.
Cooler	See wooden	4	
Faucet	✓		
Other	—		
Cup. Ind.	✓		
Cup. Com.	Cans & cups standing on tank.		

23.

Washing facilities	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	✓	X	✓	X	✓	X	—	—	—	—
Conven.	✓	X	✓	X	✓	X	—	—	—	—
Bblr.san.	✓	X	✓	X	✓	X	—	—	—	—
Bblr.Unsan.	✓	X	✓	X	✓	X	—	—	—	—
Cooled										
Tank										
Cooler										
Faucet										
Other										
Cup. Ind.										
Cup. Com.										

Notes

24. Toilets: Kind Plb. Paper ✓ Instrt X Room cleaned by- Porter except 4th fl.*
Seat rpr ✓ Clean ✓X Hand fl. ✓ Seat fl. X Sweep ✓ Freq Daily
Plbg rpr ✓ Clean X Auto fl. X Freq — Scrub X Freq —

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
negro	1	25	X	X	X	2	12	X	X	✓	X	X	X	X	✓	X	X	✓
(White)	1	5	Offic	X	X	1	10+	X	X	✓	X	X	X	X	✓	X	X	✓
negro	2	50	—	X	X	2	25	X	X	✓	X	X	X	X	✓	X	X	✓
"	3	80	—	X	X	4	20	X	X	✓	X	X	X	X	✓	X	X	✓
"	4	15	—	X	X	2	7+	X	X	✓	✓	X	X	X	✓	X	X	X

* 4th floor toilet supposed to be cleaned by women taking turns — in wretched condition.

Memphis Steam Laundry

Schedule
Sheet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch	—	—	—	—		—	—	×	×	×	×	✓	×
furnished free.		Waters	eat	in	workroms.			Hot	coffee	cooked	on	second	floor

Rest	2d	×	✓	✓	×	×	✓	Cot ✓	Chairs ×	Comf. Ch ✓		Bench ✓

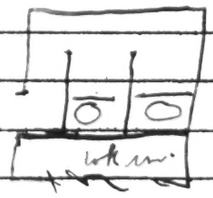
Cloak	2d	×	✓	✓	✓	×	✓	Lokr ×	Shly ✓	Racks ✓	Wall hk ✓	Seats benches.
Only allowed to go to cloakroom at certain times during which an elderly negro woman supervises.												

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. + First aid ✓ Chg. of Dr. full time + Dr. part time +
Other Bkkpr. No Resp. — Med. exam + Other welfare +

Building old - 25 or more yrs - but maintained in good repair. Mgr. told of new plant which is to be built this year which will embody all "up-to-date" features of laundry construction.

Toilets the worst feature - very bad - not designated - no doors to compartments or toilet rm. - in the middle of the workroom and ventilate only into the workroom - very small.



3-26-8

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

372

1. Name of factory Lamar Laundry Address 1172 Lamar Ave.
2. Product — City Memphis, Tenn.
3. Person inter. M. H. Jacobs Pos. Pres. of Co. Agent E. E.
   Person inter. — Pos. — Date March 5th
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	6	7	13	Men			
Women	11	51	62	Women			
Girls	—			Girls			
Boys	—			Boys			
Total	17	58	75	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:30	5:30	30'	—	9 2	Day					
Sat.	7:30	2:00	30'		6	Sat.					
Monday	9:00	5:30	30'		8						

Reg Wk Days ~~9~~ 5½ Reg wk Hrs 52 Reg Wk Day Reg Wk Hrs

6. Seasonal or overtime Paid for any overtime services after 5:30. Overtime occasionally during summer months.
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period 1 wk Vac. without pay X With pay X
   Deductions No deductions for tardiness unless habitual. Deductions left to discretion of foremen.
   Bonus or commission None
   Overtime pay Any work after closing hr. 5:30 is paid for at regular rate.
9. Employment policy
   Empl. mgr. X Oth. centr. method Foreman Other —
   Records kept X

Lamar Laundry.

~~Schedule~~
t 2.

10. Stairways: None - Single floor plant

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					

11. Employees allowed to use elevators ———
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
One		8'	Clay.	✓	✓	—	×	×	✓	×	* Note Heat	×

Notes* Plant new - designed so as to make cross ventilation possible by windows. Also windows opening on monitor roof. Owner said that ventilation was such that women had not complained of heat in summer in the new (present) plant as much as they had in the old building where they had had exhausts and fans.

17. Cleaning: Sweep ✓ by Porters. Freq. At least daily - often several to.
By whom : Scrub × Freq. Owner said not necessary.

18. Natural light: Excellent - many windows on three sides and monitor roof.
Shades or awnings ✓ shades for all windows
In roof Monitor roof. ~~no shades~~
Glare ×
General Statement Very good natural lighting.

19. Art.light: Gen.light: Flare pan-shaped reflectors with frosted bulbs.
Indiv.hang.or adj. ×
Glare ×
General statement Artificial light only used on winter afternoons. Not on but appearently O.K.

Lemon Laundry

Schedule
3.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					Saw no indications of chairs or stools in workroom.
Stand All	X	X	—	—	
Both					

21. Heating — None except that from mangles & pressing devices.

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	X		
Bblr.Unsan.	2 ✓	1st. White	1 white en. pltb. basin
Cooled	✓		
Tank	✓		
Cooler	—	1st Col.	"
Faucet	✓		
Other	Need Reg		
Cup. Ind.	X		
Cup. Com.	X		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
1st. White	X	X	✓	✓	✓	X	—	—	—	—
1st Col.	X	X	✓	✓	✓	X	—	—	—	—

Notes Agent mentioned unsanitary bubblers and nurses said "only darkies used them" — white women used keg and must brought own cups." Glass was standing on top of keg.

24. Toilets: Kind _____ Paper ✓ Instrt X Room cleaned by- Porter-
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X Sweep ✓ Freq Daily
Plbg rpr ✓ Clean ✓ Auto fl. X Freq — Scrub ✓ Freq 2 a wk

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Whites	1st Conv.	11	X	X	X	2	5+	✓	X	✓	✓	X	✓	X	✓	✓	✓	✓
Col.	1st Conv.	51	X	X	X	2	25+	✓	X	✓	✓	X	✓	X	✓	✓	✓*	✓

* No bulb in artificial light in colored toilet. Colored toilet and dressing room disorderly but not really dirty.

Lamar Laundry.

Schedule
t 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch		Bench

Cloak		Separate Toilet Rm						Lokr	Shlv	Racks	Wall hk	Seats
White	1st		✓	✓	✓	✓	✗	✗	✓	✓	✓	Benches
Colored	"	"	✓	✓	✓	✓	✗	✗	✓	✓	✓	"

26. Uniforms req. by firm ✗ Kind — Supplied by firm —
laundered by firm _____ Free _____ Cost to girl _____

27. Health service:
Hosp. ✗ First aid ✓ Chg. of Dr. full time ✗ Dr. part time ✗
Other Offic employees No Resp. ✗ Med. exam ✗ Other welfare ✗

All women had wooden racks or platforms to stand on; some were made of slats and others had solid tops.

One negro woman had recently received an injury on a press - safety guard on - which necessitated removal of arm at elbow.

On the whole plant was clean and seemed well managed. Exceptionally good laundry.

✓ 4-26-9

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

McEWEN'S LAUNDRY.

1. Name of factory _____ Address 701 5th
2. Product Laundry City Nashville Tenn
3. Person inter. WC Watts Pos. Supt. Agent C E F
   Person inter. N S MC Pos. _____ Date 3/25/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	10	17	27	Men			
Women	33	94	127	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	43	111	154	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	700	530	1/2	X	10 ✓	Day					
Sat.	700	300	1/2	X	7 1/2 ✓	Sat.					

Sat stay until work is finished.

Reg Wk Days 6 ✓ Reg wk Hrs 57 1/2 Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay Straight time

9. Employment policy
   Empl. mgr. X Oth. centr. method Supt. Other X
   Records kept X

...edule

McEWEN'S LAUNDRY.

10. Stairways:

	Location	Mat	Wind	Light O. K.	Hand Rl (1) O. K.	Nar	Stp	Rpr	Other	Notes
1-2	Inside	Wood	X	✓	✓–	✓	X	✓	X	+
2-3	Inside	wood	X	✓	✓–	✓	X	✓	X	+
	(1) Hand rail only half way.									

11. Employees allowed to use elevators ——
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
Sort	A	1	Cem Wood	✓	✓	+	X	X	✓	✓	X	X	Vent out (1) ✓
Flatwork	B	2	Wood	X (2)	✓	X	X	X	✓	(3) ✓	Heat	X	X
Finish	C	3	wood	✓	✓	X	X	X	✓	(3) ✓	Heat	X	X
								(3)	Exhaust fans very worn inadequate				

Notes (1) Toilets vent into all workrooms. (2) "B" Floors very much worn lumpy + wavy. "B + C" very warm all flatwork machine did not have birds, collar dryer hot, drying table for sweaters and curtains hot, fans inadequate for size of room.

17. Cleaning: Sweep Columns Freq. 1 ce day.
By whom : Scrub Men Freq. 1 ce wk

18. Natural light: "A" Sash windows on one side "B C" sash windows on four sides
Shades or awnings X
In roof A Monitor across one end of workroom. C Monitor length of workroom.
Glare X
General Statement not light app. ok.

19. Art.light: Gen.light: Elec electric drop lights unshaded bulbs.
Indiv.hang.or adj. X
Glare ✓ Unshaded bulbs at eyelevel.
General statement Artificial lighting poor.

McEWEN'S LAUNDRY.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
All Stand	X	—	—	—	no seats
Both					

Heat from machinery in B.&C.

21. Heating steam pipes girls not near in Andy

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	—	1	1 Sink
Cooled	—	2	1 Sink
Tank	✓	3	1 Sink
Cooler	X		
Faucet	✓		
Other	X		
Cup. Ind.	X		
Cup. Com.	X		

23. Washing facilities

Floor	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
1	X	X	✓	✓	✓					
2	X	X	✓	✓	✓					
3	X	X	✓	✓	✓					

Notes

24. Toilets: Kind Plumb Paper ✓ Instrt X
Seat rpr ✓— Clean ✓— Hand fl. ✓ Seat fl. X
Plbg rpr ✓— Clean ✓— Auto fl. X Freq —

Room cleaned by-
Sweep Porters Freq 1ce day
Scrub Porters Freq 1ce wk

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
wh.	1st		X	X	X	1		✓	✓	X	X	X	X	X	✓	X	✓	✓
col	2nd		X	✓	X	2		✓	✓	X	X	X	X	X	✓	X	✓	✓
wh.	2nd		X	X	X	2	8 wh per seat	✓	✓	X	X	X	X	X	✓	X	✓	✓
col	3rd		X	X	X	2		✓	✓	X	X	X	X	X	✓	X	✓	✓
wh	3rd		X	X	X	2		✓	✓	X	X	✓	✓	X	X	✓	✓	✓
							19 wh per seat											

(1) Workroom
(2) workroom
(3) workroom
(4) workroom

...edule

McEWEN'S LAUND

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest	Cot	Chairs	Comf. Ch	Bench
	1			

A very lumpy dirty dilapidated cot in white cloakroom. All colored hang their clothes on nails around wall.

Cloak								Lokr	Shlv	Racks	Wall hk	Seats	
	1	S	✓	X	X	X	X	✓	X	X	X	X	
	—	—	—	—	—	—	—	X	X	X	✓	X	Col
	3	S	✓	✓	✓	X	X	✓	X	X	✓	X	

26. Uniforms req. by firm Office only. ✓ Kind aprons Supplied by firm ✓
laundered by firm ✓ Free ✓ Cost to girl X

27. Health service:
Hosp. X First aid ✓ Chg. of Dr. full time X Dr. part time X
Other offices No Resp. X Med. exam X Other welfare X

Tweezers, gauze, iodine.
Oil of salts for burns.

4-26-10

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Nashville Laundry. Address Bridge Ave
2. Product Laundry. City Nashville Tenn.
3. Person inter. Joseph J. Morgan Pos. Mgr. Agent H.Th.H.
   Person inter. Mr. Ballanger Pos. Supt. Date 3-26-26
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	15	3	18	Men			
Women	34	60	94	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	49	63	112	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.	5.30	30 min		10 ✓	Day					
Sat.	7	2.	30 min		6½ ✓	Sat.					

Fri. usually stops about 4 P.M.

Reg Wk Days 6 ✓ Reg wk Hrs 56½ ✓ Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime Busiest A little heavier in winter

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Wkly Vac. without pay X With pay X
   Deductions X
   Bonus or commission ✓ Paid to a few girls to set an example to others.
   Overtime pay X Straight time

9. Employment policy
   Empl. mgr. X Oth. centr. method Supt Other X
   Records kept X

Schedule
Sect 2. Nashville Laundry
Nashville Tenn.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Inside Base to 1	wood	X	✓	✓	✓	✓	✓	① worn treads	① treads were worn thin and uneven at the edges.

11. Employees allowed to use elevators X
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other	Vent O. K.
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem	
Mark & sort	A	1	wood	✓	✓	X	X	X	✓	② revolv. fan	X	X	① ✓
Iron, wash	B	1	wood	✓	✓	④ platforms wet	X	X	✓	③ Exhaust fans	X	X	① ✓
Collar Dept	C	1	wood	✓	⑤ ✓	X	X	X	✓	② ✓	X	X	✓
Flat work	D	Base	wood	X ⑥	✓	splinter	X	X	✓	⑦ Exhaust fan.	X	X	✓

① These three rooms are really one large room part partitions, but room is so very high that they all get the benefit of good ventilation. ③ Exhaust fans - one in each end of room. 2. fans up in roof take off steam. Are going to put hoods over washer - extract. & mangle

Notes ④ Starchers and hand washers in washing dept. Have platforms on cement floor - cement floor would be wet, but platforms prevent them from standing on wet floors. ⑤ Collar dept - unusually clean. Everything very white and shiny. ⑥ Small broken spots in floor not bad. ⑦ Exhaust fans, 1 at each end of room.

17. Cleaning: Sweep porter Freq. Ice D.
By whom : Scrub porter Freq. Ice W.

18. Natural light: A+C Large store windows, also get light from B. B. sash wind 2 sides large factory wind 1 side - sky lights. D. sash wind 3 sides. This room really is on the ground floor. full sash wind.
Shades or awnings X
In roof ✓ B, 5 flat sky lights, semi transp. glass.
Glare X
General Statement Natural light very good.

19. Art.light: Gen.light: Elec. high dp. flat reflectors. D some without refl. low hung.
Indiv.hang.or adj. X
Glare ✓ in D.
General statement Artif light very good in all rooms, a probable glare in a few cases in D where the reflectors had been removed.

Schedule
Set 3. Nashville Laundry
Nashville Tenn.

20. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit Menders	A	✓	X	X	① Bench only in room A. none out in B. where some marking was done.
Stand Mark + sort	g	X ①	X	X	② Except for the chairs for the menders, there were no seats to be seen.
collar dept. handiron mch inspr. hand wash. starch feed. take off	X	② —	—	—	
Both					

21. Heating A.B.C. steam radiators near wall. D. Heat from machines.

22. Drinking facilities

Public	X
Conven.	✓
Bblr.san.	—
Bblr.Unsan.	—
Cooled	—
Tank	✓①
Cooler	X
Faucet	✓
Other	X
Cup. Ind.	X
Cup. Com.	X

Summer.

23. Washing facilities

Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels: Fur	Individual Kind	Individual Freq	Common No	Common Freq
1	1 wash bowl 1	✓	X	✓	X	✓	✓	cloth	✓ when they need it	2	1 ce D.

④ Have when towels hung near wash bowl. But anyone who wants an individual towel can have it whenever she wants.

Notes ① Large stone tank. Have ice in it in summer. Just the stone keeps the water very cool in winter.

24. Toilets: Kind plumb Paper X Instrt x Room cleaned by-
Seat rpr ✓2 X1 ① Clean ✓2 X1 Hand fl. ✓ Seat fl. X Sweep porter Freq when nec
Plbg rpr ✓ Clean X ② Auto fl. X Freq — Scrub porter Freq 1 ce W. ③

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
white col 1	34	X	X	X	1	34	✓	✓	X	X wood	✓	✓	X	X	✓	✓	X ③
col 1	35	X	X	X	1	35	✓	✓	✓	X wood.	X	X	X	wk clk	X	✓	X
Base	25	X	X	X	1	25	✓	✓	✓	X wood	X	X	X	wk	X	X ④	X

① Wooden seat broken off in one toilet.
② Plumbing looked very neglected.
③ It was supposed to be the regular work of one col woman to keep the toilets clean. Either she did not do it, or probably the fact that there was such a large number of women using each toilet made it difficult to keep the place clean. All looked as though they needed considerable attention.
④ No light in the room. A little came over the partitions from other rm. as there was no ceiling.

Schedule
4. Nashville Laundry
Nashville Tenn.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch								X	X	X	X	X	X

Rest							Cot	Chairs	Comf. Ch	Bench
							X	X	X	X

Cloak							Lokr	Shlv	Racks	Wall hk	Seats
							X	X	X	✓	X

women hung their wraps in wh rm. In B there was a sort of passage way leading to toilet where the col women hung their wraps. Not large enough for many.

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid ✓ (1) Chg. of Dr. full time X Dr. part time X
Other Supt No Resp. X Med. exam X Other welfare ✓ (2)

27-(1). Iodine, oil of salt, bandages. (2) Workers can get their laundry done at ½ price.

4/9 — 26 — 11

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Hermitage Laundry Address 5th Ave. South
2. Product Laundry City Nashville, Tenn.
3. Person inter. S. L. Woolwine Pos. Pres. & Mgr. Agent E.E.
   Person inter. _____ Pos. _____ Date March 25, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	9	8	17	Men			
Women	45	92	137	Women			
Girls	x	x		Girls			
Boys	x	x		Boys			
Total	54	100	154	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:00	5:30	1½		10 ✓	Day					
Sat.	7:00	2:00	½		6 ✓	Sat.					

Reg Wk Days ~~10~~ 6 Reg wk Hrs 56 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime x

7. H.W. given out x Same work done in shop — Identical rates —

8. Wages
   Length pay period Weekly Vac. without pay x With pay x
   Deductions x
   Bonus or commission x
   Overtime pay No overtime

9. Employment policy
   Empl. mgr. x Oth. centr. method x Other Foremen
   Records kept x

Laundry
Schedule
2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Basement *1st.	Wd.	×	×	✓	×	×	✓	—	Open risers - space between hand rail and steps open.

11. Employees allowed to use elevators No elevator
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Basement	A	B.	Con.	✓	✓	—	×	✓	✓	✓	Heat	
Laundry	B	1	Wd.	✓	✓	—	✓	✓	✓	✓	"	
Dry Cleaning	C	1	Wd	✓	✓	—	×	✓	✓	✓ Exhaust	"	

Vent O.K.
×
×
×

Notes Flatwork machines in basement had hoods over them but those on first floor did not.
Place generally hot and steamy. Exhaust fans in back wall had little effect.

17. Cleaning: Sweep ✓ Porter Freq. Daily
By whom : Scrub × Freq. —

18. Natural light: Ordinary windows placed high near ceiling on two sides and large windows on street side.
Shades or awnings Awnings on one side.
In roof Monitor roofs.
Glare ×
General Statement Natural light adequate on first floor but artificial light necessary constantly in basement.

Small windows near ceiling in basement.

19. Art.light: Gen.light: Drop cords - unshaded bulbs on first. In basement lights are assorting tables shaded with clear glass shades.
~~Indiv.hang.or adj.~~
Glare From unshaded bulbs.
General statement Lighting poor. The lights in assorting sections - which were shaded were little better than the unshaded as they hung at about eye level and their was of an intense brilliancy.

...ge laundry
Schedule
...et 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
All-	None	X	X	X	Only one person was noticed sitting at time of inspection - and she was a middleaged colored women folding at a flat-work mch. She was sitting on a broken packing case.
Both					

21. Heating None necessary

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓												
Bblr.san.	X		Fgn										
Bblr.Unsan.	X	1	Sink	✓	X	✓	X	✓	X	—	—	—	—
Cooled	—	1	Basin	X	X	X	X	✓	X	—	—	—	—
Tank	✓												
Cooler	✓												
Faucet	✓												
Other	—												
Cup. Ind.	X												
Cup. Com.	✓												

Notes One cooler - and three kegs with ice placed in water.

24. Toilets: Kind Plbg. Paper ✓ Instrt ✓ Room cleaned by- Porter
Seat rpr ✓ Clean X Hand fl. ✓ Seat fl. — Sweep ✓ Freq Daily
Plbg rpr ✓ Clean X Auto fl. — Freq — Scrub ✓ Freq Weekly or more often

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Basement														✓			
For White	15	—	X	X	1	15	✓	✓	X	✓	X	✓	X	✓	✓	✓	✓
" Col.	20	—	X	X	1	20	✓	✓	X	✓	X	✓	X	✓	✓	✓	✓
1st floor																	
For White	30	—	X	X	2	15	✓	✓	✓	X	X	X	X	✓	X	✓	✓
" Col.	68	—	X	X	4	17	✓	✓	✓	X	X	X	X	✓	X	✓	✓
Dry Cln.																	
For White	4	—	X	X	1	4	✓	✓	X	✓	X	✓	X	✓	✓	X	✓
" Col.	8	—	X	X	1	8	✓	✓	X	✓	X	✓	X	✓	✓	X	✓

Laundry.

Schedule
Sheet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch			None										

Rest	Cot	Chairs	Comf. Ch	Bench	
			None		

Cloak								Lokr	Shlv	Racks	Wall hk	Seats	
White	2d	×	✓	✓	×	×	×	×	×	×	✓	✓	
Colored	2d	×	✓	✓	✓	×	×	×	×	×	✓	✓	
Dry Cln. Dept.	1st	Toilet	✓	✓	✓	✓	×	×	×	×	✓	✓	

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. + First aid × Chg. of Dr. full time — Dr. part time —
Other — No Resp. — Med. exam — Other welfare —

✓ 5 9 — 26 — 12

Factory Schedule
Sheet I.

TROY LAUNDRY CO
BRISTOL TENN.

DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory _____ Address _____
2. Product Laundry City Bristol Tenn.
3. Person inter. E H Turner Pos. Mgr. Agent C E P
   Person inter. x Pos. x Date 4/22/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	3	x	3	Men			
Women	27	x	27	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	30	x	30	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.30	5.30	30	x	9½	Day					
Sat.	7.30	2.00	30		6 ✓	Sat.					

Reg Wk Days 5½ Reg wk Hrs 53½ Reg Wk Day _____ Reg Wk Hrs _____

6. Seasonal or overtime "School work" dull in summer.
7. H.W. given out x Same work done in shop — Identical rates —
8. Wages
   Length pay period weekly Vac. without pay x With pay x
   Deductions x
   Bonus or commission x
   Overtime pay x
9. Employment policy
   Empl. mgr. x Oth. centr. method Sept Other x
   Records kept x

Schedule
2.

TROY LAUNDRY CO
BRISTOL TENN.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					
			All on one floor.						

11. Employees allowed to use elevators ——

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
General	A	1	Conc	✓	✓	X	X	X	✓	(1) ✓	(2) heat	X
Handcom	B	1	Wood	✓	✓	X	X	X	✓	X	X	X

(1) toilet vents into workroom.

Notes "B" is shed like addition to main building
(1) A 40 inch exhaust fan. (2) Steam from washers heat from flat work machines and dryers. "We are religious here we earn our bread by the sweat of our brow."

17. Cleaning: Sweep Girls Freq. 1 a day
By whom : Scrub Men Freq. 1 hr. out. 1 a wk

18. Natural light: "A" Sash windows one and one half sides
"B" One side and a window at each end section long + narrow.
Shades or awnings X
In roof X
Glare X
General Statement "A" Natural light not very good workroom quite dark. "B" Workroom next to another building.

19. Art.light: Gen.light: General electric drop lights unshaded bulbs.
Indiv.hang.or adj. X
Glare ✓ Unshaded bulbs.
General statement artificial light poor.

Schedule

TROY LAUNDRY CO
BRISTOL TENN.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
All stand	x	—	—	—	no seats
Both					

21. Heating

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	—	✓	sink
Cooled	—		
Tank	✓		
Cooler	X		
Faucet	✓		
Other	X		
Cup. Ind.	X		
Cup. Com.	X		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X	X	✓	X	X	X	—	—	—	—

Notes

24. Toilets: Kind Plunk Paper ✓ Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. X Seat fl. X Sweep girls Freq 1 a day
(1) Plbg rpr X Clean ✓ Auto fl. X Freq — Scrub girls Freq 1 a wk.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1	27	X	X	X	1	27	✓	X	X	X	X	X	X	✓	X	X	✓

(1) Plumbing connection has been discontinued, girls have to fill a 15 quart pail to flush seat. Pail is under spigot in toilet. Girls threw so many sanitary napkins down bowl that in one week plumbing coil was stopped. Could not afford to keep this up so cut off water connection.

TROY LAUNDRY CO
BRISTOL TENN.

Factory Schedule
Sheet 4.

25. Service Facilities.

	Fl	Comb with	Gln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch		Bench

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	X	X	X	X	X	X	X	X	X	✓	X	X

Racks in workroom.

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid 1st Chg. of Dr. full time X Dr. part time X
Other offices No Resp. X Med. exam X Other welfare X

5-26-13

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Maury Laundry Address
2. Product Laundry City Columbia, Tennessee
3. Person inter. James Cushman Pos. Owner Agent E. E.
   Person inter. — Pos. — Date April 3, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	4	1	5	Men			
Women	8	8	16	Women			
Girls	X	X	X	Girls			
Boys	X	X	X	Boys			
Total	12	9	21	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:30	5:30	1/2		9 2	Day					
Sat.	7:30	2:30	1/2		6 2	Sat.					
Mon.	8:30	5:30	1/2		8 2						

Reg Wk Days ~~12~~ 6 Reg wk Hrs 53 Reg Wk Day — Reg Wk Hrs —
Monday 8 2

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period 1 wk. Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay No overtime -

9. Employment policy
   Empl. mgr. X Oth. centr. method Owner Other X
   Records kept X

Laundry
Schedule
2.

10. Stairways: None

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					

11. Employees allowed to use elevators —

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Hand Pels.	A	1	Cem.	✓	✓	—	✓	×	✓	Exhaust	Heat	
Country-Maple etc.	B	1	"	✓	✓	—	×	×	✓	"	"	

Vent. a.t.
×
×

Notes Windows in rear part of room A were directly above toilet room.
No hoods over flat work mchs.

17. Cleaning: Sweep ✓ Col. Porter Freq. Daily
By whom : Scrub ✓ " " Freq. Weekly

18. Natural light: Windows at back of building and front on street side.
Shades or awnings ×
In roof ×
Glare ×
General Statement Light adequate.

19. Art.light: Gen.light: Unshaded drop cords.
Indiv.hang.or adj. ×
Glare From unshaded bulb.
General statement Lighting poor.

Laundry.
ory Schedule
heet 3.

20. Occupations

	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand All	X	—	X	—	Nothing to sit on but work tables.
Both					

21. Heating None.

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	X		
Bblr.san.	X		
Bblr.Unsan.	X	1st.	Basin for White
Cooled	—		
Tank	In Summer		
Cooler	Iced	1	Basin for Col.
Faucet	✓ Toilets		
Other	—		
Cup. Ind.	✓		
Cup. Com.	✓		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public										
Conven.										
Bblr.san.										
Bblr.Unsan.	X	X	✓	✓	X	X	—	—	—	—
Cooled										
Tank										
Cooler	X	X	✓	✓	X	X	—	—	—	—
Faucet										
Other										
Cup. Ind.										
Cup. Com.										

Notes

24. Toilets: Kind Plbg Paper ✓ Instrt X Room cleaned by- Girls - No. reg.
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X Sweep ✓ Freq No regularity
Plbg rpr ✓ Clean ✓ Auto fl. X Freq — Scrub X Freq —

	Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
White	1	8	X	X	X	1	8	✓	X	✓	✓	X	✓	X	✓	✓	✓	✓
Col.	1	8	X	X	X	1	8	✓	X	✓	✓	X	✓	X	✓	✓	✓	✓

Toilet rooms were clean and light.
Nails for clothes, wash basin and toilet seat were not in separate compartment.

Laundry - Columbia

Schedule
st 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch				None									

Rest				None				Cot	Chairs	Comf. Ch			Bench

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
White	1st	Toilet	✓	✓	✓	✓	×	×	×	×	Nails	×
Negro	×	×	—	—	—	—	—	—	—	—	—	—

26. Uniforms req. by firm × Kind — Supplied by firm —

laundered by firm — Free — Cost to girl —

27. Health service:

Hosp. × First aid Iodine Peroxide Chg. of Dr. full time ✓ Dr. part time ×

Other × No Resp. ✓ Med. exam × Other welfare ×

8 — 26 — 14

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory New Southern Laundry & Dry Clr Address 309 Highland Ave.
2. Product Laundry City Jackson, Tenn.
3. Person inter. J. M. Waldron Pos. Mgr Agent E.E.
   Person inter. — Pos. — Date March 18, 1925
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	3	2	5	Men			
Women	9	24	33	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	12	26	38	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7:30	5:30	1/2	—	9 2 ✓	Day					
Sat.	7:30	3:30	1/2	—	7 2 ✓	Sat.					
Monday	8:30	5:30	1/2	—	8 2 ✓						

Reg Wk Days 6 ✓ Reg wk Hrs 54 ✓ Reg Wk Day X Reg Wk Hrs X

6. Seasonal or overtime x
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period Weekly Vac. without pay x With pay x
   Deductions 5¢ for tardiness up to 15 minutes.
   Bonus or commission x
   Overtime pay Hourly rate based on weekly earnings.
9. Employment policy
   Empl. mgr. x Oth. centr. method Manager Other —
   Records kept x

...ndry & Dry Clin.

...y Schedule
...et 2.

10. Stairways: None

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					

11. Employees allowed to use elevators no elevators -
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
Single lay workroom	-	1	Con.	✓	✓	✓	✓	✓	✓	×	Heat.	Vent. OK. ×

Notes Small monitor section in roof helps carry off some of heat but no other means of ventilation. Laundry hot on day of inspection - which was a cool day, so must be extremely hot in summer.

17. Cleaning: Sweep ✓ Colored Women take 10 minutes every morning to give slant board sliding Freq. Daily.
By whom : Scrub × Freq. —

18. Natural light: Windows on three sides but buildings close on ~~two~~ two sides interfere with cross ventilation.
Shades or awnings ×
In roof ×
Glare ×
General Statement Natural light adequate for laundry work.

19. Art.light: Gen.light: Unshaded bulbs drop cords -
Indiv.hang.or adj. ×
Glare From unshaded bulbs.
General statement Artificial lighting inadequate.

Laundry & Dry Cleaning

...ry Schedule
...heet 3.

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
					Saw nothing at all to sit on in way of chairs or stools.
Stand					
all	×	×	—	—	
Both					

21. Heating None - Undoubtedly none needed.

22.

Drinking facilities		Floor	Kind
Public	×		
Conven.	×		
Bblr.san.	×		
Bblr.Unsan.	×	1 [redacted]	Sink
Cooled	×		
Tank	×		
Cooler	×		
Faucet	✓ Sink		
Other	Pump in back		
Cup. Ind.	Bring own		
Cup. Com.	×		

23.

Washing facilities	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Sink	✓	×	✓	×	✓	✓	×	—	✓	2 daily

Notes Pump in shed at the back

24. Toilets: Kind Plby Paper ✓ Instrt × Room cleaned by- Col. women
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. × Sweep ✓ Freq Daily
Plbg rpr ✓ Clean ✓ Auto fl. × Freq — Scrub ✓ Freq Two or 3 to weekly

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
Col. Wheel Chair Com.	33	×	×	×	1	33	✓	×	×	✓	×	×	×	✓	×	×	✓

Toilet room merely a 3' x 3' compartment on one side of work room.

Laundry

ory Schedule
heet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch		None											

Rest	None	Cot	Chairs	Comf. Ch			Bench		

Cloak	None							Lokr	Shlv	Racks	Wall hk	Seats
	Cont.	—	✓	×	×	×	×	×	×	×	✓	×

26. Uniforms req. by firm × Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. × First aid × Chg. of Dr. full time — Dr. part time —
Other — No Resp. — Med. exam — Other welfare —

Cloakroom facilities were made by curtaining off with dark calico a section of room about 3' x 12' for the white women. Wall hooks the only convenience. Colored women hung their wraps on nails in back shed.

✓ 5 9 26 — 15

JOHNSON CITY STEAM LAUNDRY
JOHNSON CITY, TENN.

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory _____ Address _____

2. Product Laundry & Dry Clean City Johnson City Tenn

3. Person inter. Mr. E. G. Crouch Pos. Mgr. Agent C E P

Person inter. — Pos. — Date 4/24/25

4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	6	1	7	Men			
Women	28	x	28	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	34	1	35	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.00	5.00	1/2	x	9 1/2 ✓	Day					
Sat.	7.00	2.00	1/2	x	6 1/2 ✓	Sat.					

Reg Wk Days 6 ✓ Reg wk Hrs 54 ✓ Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime x

7. H.W. given out x Same work done in shop — Identical rates —

8. Wages

Length pay period 1 week Vac. without pay x With pay x

Deductions x

Bonus or commission x

Overtime pay x

9. Employment policy

Empl. mgr. x Oth. centr. method Foreman Other x

Records kept x

...edule

JOHNSON CITY STEAM LAUNDRY
JOHNSON CITY, TENN.

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					

All on one floor.

11. Employees allowed to use elevators —

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
General	A	1	Cem	✓	✓	x	x	x	✓	✓	heat	x
Dry clean press	B	1	Cem	✓	✓	x	x	x	✓	✓	x	x

Notes "A" One large exhaust fan but inadequate, is in ceiling over flat workroom. Heat from dryers and presses seems to strike one, washroom is next to another building not a good cross current. "B" steel sash ok.

17. Cleaning: Sweep Girls Freq. 1 ce day

By whom : Scrub Men Freq. Twice wk

18. Natural light: "A" On three + one half sides. Large sash + steel sash. "B" Steel sash.

Shades or awnings X

In roof X

Glare X "A" ✓ "B" work stands in window.

General Statement "A" Inadequate artificial was on. "B" ok.

19. Art.light: Gen.light: Large frosted globes + unshaded bulbs.

Indiv.hang.or adj. X

Glare ✓ from unshaded bulbs.

General statement Poor.

edule

JOHNSON C[illegible] LAUNDRY

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Feed flat work	C	✓	X	X	
Mend		✓	X	X	
Stand					
Press					
Iron					
Take off flat work					
~~Bath~~					
Sort + Mark					

21. Heating Iron Revolving

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	X												
Conven.	✓												
Bblr.san.	—												
Bblr.Unsan.	—	1	Basin	X	X	✓	X	X	X	—	—	—	—
Cooled	—												
Tank	X												
Cooler	X												
Faucet	(1) ✓												
Other	X												
Cup. Ind.	X												
Cup. Com.	X												

Notes (1) mountain water always cool.

24. Toilets: Kind Flush Paper ✓ Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X Sweep girls Freq 1 a day
Plbg rpr — Clean X Auto fl. X Freq — Scrub X Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1	28	X	X	X	1	28	✓	X	X	✓	✓	✓	X	X	✓	✓	✓

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs	Comf. Ch		Bench

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
								X	X	✓	X	X
		Work in workroom										

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid Kit Chg. of Dr. full time X Dr. part time X
Other Office No Resp. X Med. exam X Other welfare X

5-26-16 WHITE CITY LAUNDRY

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory White City Laundry Address
2. Product Laundry City Johnson City Tenn
3. Person inter. J.H. Miller Pos. Secy Treas. Agent C&P
   Person inter. — Pos. — Date 4/24/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	8	x	8	Men			
Women	21	x	21	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	29	x	29	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	700	500	30	x	9½	Day					
Sat.	700	200	½	x	6½	Sat.					

Reg Wk Days 6 Reg wk Hrs 54 Reg Wk Day — Reg Wk Hrs

6. Seasonal or overtime x
7. H.W.given out x Same work done in shop x Identical rates —
8. Wages
   Length pay period Weekly Vac.without pay With pay ✓
   2 wks vacation with pay for 1 yr service
   Deductions x
   Bonus or commission x
   Overtime pay x
9. Employment policy
   Empl.mgr. x Oth.centr.method Sept Other x
   Records kept x

Schedule
2.

WHITE CITY LAUNDRY

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					

All on one floor

11. Employees allowed to use elevators _____
Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	Problem
General	17	1	cement	✓	✓	x	x	x	✓	(1) ✓	(2) ✓	x
Dry clean press	13	1	wood	✓	✓	x	x	x	✓	x	x	x
												(3) Toilet vents into workroom

Vent ok. (3) ✓

Notes (1) 3 exhaust fans. (2) Would be much cooler if flat work machine had hood.
Cuts steps on flat work.

17. Cleaning: Sweep Girls Freq. 1ce day
By whom : Scrub men Freq. 2ce wk.

18. Natural light: "A" Large sash windows on two sides.
"B" Store front + 1 sash on one side.
Shades or awnings X
In roof X
Glare X
General Statement Nat light ok for type of work.
Walls + ceiling soiled, tend to dull light.

19. Art.light: Gen.light: General electric unshaded drop light
Indiv.hang.or adj. X
Glare ✓ Unshaded lights
General statement Artificial light poor.

Schedule 3.

WHITE CITY LAUNDRY

20.

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand all	X	—	—	—	No seats
Both					

21. Heating from machinery

22. Drinking facilities

		Floor	Kind
Public	X		
Conven.	✓		
Bblr.san.	—		
Bblr.Unsan.	—	1	sink
Cooled	—		
Tank	X		
Cooler	① X		
Faucet	✓		
Other	—		
Cup. Ind.	—		
Cup. Com.	—		

23. Washing facilities

	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	✓	X	✓	✓	X					

Notes ① Mountain water always cool.

24. Toilets: Kind Plumb Paper ✓ Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. ✓ Seat fl. X Sweep man Freq 1 a wk.
Plbg rpr ✓ Clean ✓ Auto fl. X Freq — Scrub man Freq 1 a wk.

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1st	21	X	X	X	1	21	✓	X	X	X	X	X	X	① ✓	X	✓	✓

① Workroom.

WHITE CITY LAUNDRY

Factory Schedule
Sheet 4.

25. Service Facilities.

	Fl	Comb with	Gln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest	Cot	Chairs	Comf. Ch		Bench

Cloak								Lokr	Shlv	Racks	Wall hk	Seats
	x	x	x	x	x	x	x	x	x	⊙ ✓	x	x
		Rack in workroom										

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. X First aid 1 kit ✓ Chg. of Dr. full time x Dr. part time x
Other Offic No Resp. x Med. exam x Other welfare x

5-26-17

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

1. Name of factory Kingsport Laundry Address Kingsport - Tenn
2. Product General domestic wash City
3. Person inter. Mrs. S. M. Andrews Pos. Owner Agent E. L. Bear
   Person inter. — Pos. — Date 4/28/20
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	2	—	2	Men			
Women	18	—	18	Women			
Girls	—	—	—	Girls			
Boys	—	—	—	Boys			
Total	20	—	20	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7 30	6 00	1 hr	—	9 2 ✓	Day					
Sat.	—	—	—	—	—	Sat.					
Mon.	8	6	1 hr	—	9 ✓						
Reg Wk Days	5 ✓	Reg wk Hrs	47 ✓			Reg Wk Day		Reg Wk Hrs			

6. Seasonal or overtime An hour or two sometimes to finish up work
7. H.W. given out X Same work done in shop — Identical rates —
8. Wages
   Length pay period 2 wk Vac. without pay X With pay X
   Deductions X
   Bonus or commission X
   Overtime pay No extra pay for a little overtime because no Sat. work
9. Employment policy
   Empl. mgr. X Oth. centr. method Owner Other X
   Records kept X

Short Laundry

Schedule

2.

10. Stairways:

Location	Mat	Wind	Light O. K.	Hand Rl O. K.	Nar	Stp	Rpr	Other	Notes
Cent/peach	wood	X	✓	✓	X	X	✓	—	—

11. Employees allowed to use elevators X None

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other Problem
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif	Special problem	
Press room (marking)	2A	2nd	wood	✓	✓	—	X	X	✓	X	*	—

Dust O.K.

X need some artificial ow.

Notes 15- Was hot on day of visit would be very hot in summer. There is a small monitor 4x4 ft. in center of room but no fans, no exhaust & no hoods on mangles - also heat from dryer

17. Cleaning: Sweep Girls do it when they have time Freq. X

By whom : Scrub Freq. X

18. Natural light: Windows on three sides & door to floor above of iron with bar across it

Shades or awnings X

In roof A small monitor gives almost no light

Glare Probably not as prisoners do not have windows

General Statement Good except for need of shades

19. Art.light: Gen.light: ~~Frosted~~ Bulbs with plain reflectors

Indiv.hang.or adj. X

Glare Probably glare as reflectors do not shade & lights hang low

General statement Fair

...edule Kingsport Laundry

Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit X					
Stand					
All workers	X	—	—	—	
Both					

21. Heating Equipment for work

22. Drinking facilities

23. Washing facilities

	Drinking facilities	Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq
Public	— X												
Conven.	— ✓												
Bblr.san.	—												
Bblr.Unsan.	—												
Cooled	—	2nd	marble bed	X	X	X	✓	X	X	—	—	—	—
Tank	—												
Cooler	—												
Faucet	✓												
Other	—												
Cup. Ind.	—												
Cup. Com.	glass												

Notes

24. Toilets: Kind Flb Paper X Instrt + Room cleaned by- No one responsible

Seat rpr ✓ Clean X Hand fl. ✓ Seat fl. — Sweep X Freq X

Plbg rpr ✓ Clean X Auto fl. — Freq — Scrub X Freq X

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
2nd	8	1	X	X	1	18	X	X	X	X	X	X	X	✓	X	X	X

24- Asked one of girls who cleaned toilet- she said "No one" It was filthy

Springfort Laundry

...ry Schedule
...eet 4.

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest							Cot	Chairs	Comf. Ch		Bench

Cloak							Lokr	Shlv	Racks	Wall hk	Seats
							X	X	X	✓ on walls/walkway	X

26. Uniforms req. by firm X Kind — Supplied by firm —
laundered by firm — Free — Cost to girl —

27. Health service:
Hosp. ✓ First aid X Chg. of Dr. full time — Dr. part time —
Other X No Resp. ____ Med. exam — Other welfare —

5-26-18

Factory Schedule
Sheet I.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

THE HOLLOWAY LAUNDRY

1. Name of factory _____ Address Murfreesboro Tenn
2. Product Laundry City _____
3. Person inter. J L Holloway Pos. Prop. Agent C E S
   Person inter. x Pos. x Date 4/3/25
4. Number employed Day Night

	White	Col.	Total		White	Col.	Total
Men	3	1	4	Men			
Women	5	6	11	Women			
Girls	x	x	x	Girls			
Boys	x	x	x	Boys			
Total	8	7	15	Total			

5. Firm's scheduled hours

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
Day	7.30	5.30	45	x	9 1/4	Day					
Sat.	Dont work	on Sat.		x	—	Sat.					

Reg Wk Days 5 Reg wk Hrs 46 1/4 Reg Wk Day — Reg Wk Hrs —

6. Seasonal or overtime X

7. H.W. given out X Same work done in shop — Identical rates —

8. Wages
   Length pay period Wekly Vac. without pay x With pay x
   Deductions x
   Bonus or commission x
   Overtime pay X

9. Employment policy
   Empl. mgr. X Oth. centr. method Prop. Other X
   Records kept X

Schedule 2.

THE HOLLOWAY LAUNDRY

10. Stairways:

Location	Mat	Wind	Light	Hand Rl	Nar	Stp	Rpr	Other	Notes
			O. K.	O. K.					all on one floor.

11. Employees allowed to use elevators _____

Workrooms.

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other
Workroom	Code	Fl.	Mat.	Rpr.	Cln.	Other	Obst.	Nar.	Nat.	Artif (1)	Special problem	Problem
dron pung wash. ent	17	1	Cem Wood	✓	✓	+	X	X	✓	✓	X	+

Vent ok. ✓ (2)

(1) A long exhaust fan in wall, used in summer only.
(2) Good cross ventilation on three sides
also two air shafts in roof.
No frauds

Notes _____

17. Cleaning: Sweep Col women Freq. swept once a day. come in early to sweep.

By whom : Scrub X Freq. —

18. Natural light: Sash windows on three sides

Shades or awnings X

In roof X

Glare X Women do not face light, those that do are in center of workroom.

General Statement natural light opp ok.

19. Art.light: Gen.light: General electric lighting unshaded drop.

Indiv.hang.or adj. X

Glare ✓ Unshaded drop.

General statement Artificial light poor, but not used very much.

Schedule 3.

THE HOLLOWAY LAUNDRY

20. Occupations	Seats Kind	Seats No.o.k.	Footrests Kind	Footrests Need	Notes
Sit					
Stand					
all	X	X	X	X	No seats of any kind.
Both					

21. Heating Stove + heat from machinery

22. Drinking facilities

Public	X
Conven.	✓
Bblr.san.	—
Bblr.Unsan.	—
Cooled	—
Sum Tank	✓
Cooler	X
Faucet	✓
Other	X
Cup. Ind.	X
Cup. Com.	X

23. Washing facilities (1)

Floor	Kind	Share with M	Share with P	Cln	Hot water	Soap	Towels Fur	Individual Kind	Individual Freq	Common No	Common Freq

Notes (1) Sinks and tubs where washing is done

24. Toilets: Kind Pit (1) Paper X Instrt X Room cleaned by-
Seat rpr ✓ Clean ✓ Hand fl. — Seat fl. — Sweep X Freq —
Plbg rpr — Clean — Auto fl. — Freq — Scrub X Freq —

Fl	No. using- Women- W	Oth	M.	P.	No. of seats	No. per seat	Seat encl	Room deg.	Scrn.	Flr. non-abs	Room ceil	Ventilation out wnd	art	oth rm.	Light out wnd	art	Room cln
1st floor outdoors	6	X	X	X	2	3	X	X	X	X	—	—	—	—	—	—	✓
2nd floor outdoors	5	X	X	X	2	2	X	X	X	X	—	—	—	—	—	—	✓

(1) Toilet overhung a brook.

(2) Was a new privy + looked clean.

THE HOLLOWAY LAUNDRY

25. Service Facilities.

	Fl	Comb with	Cln	Artif light	Out wnd	Toilet ventil into	Supr	Caf	Tab	Seat	Hot F	Hot D	Ck. conv.
Lunch													

Rest								Cot	Chairs		Comf. Ch		Bench

Cloak								Lokr	Shlv		Racks	Wall hk	Seats
								X	X		X	✓	X

11 workers hang clothes on nails in workroom

26. Uniforms req. by firm X Kind — Supplied by firm —

laundered by firm — Free — Cost to girl —

27. Health service:

Hosp. X First aid (1) X Chg. of Dr. full time X Dr. part time X

Other — No Resp. — Med. exam — Other welfare —

(1) No 1st aid Prop. was burned the day before and had nothing for himself.

RG 1
War Labor Policies Board

Entry 2
Correspondence of the Chairman

Entry 2
Correspondence of the Chairman

COMMITTEE ON CONDITIONS OF LIVING
(COMMUNITY ORGANIZATION BRANCH)

(COPY)

FCB/mJ.k
May 23, 1918

From: Mr. Fred C. Butler, In Charge, Community Organization Branch, Industrial Service Section.

To: Directors of Community Work in the Field.

Subject: Instructions as to Procedure.

1. You will proceed to the city designated, and call upon such manufacturers as are known to be engaged in war work. Say to such manufacturers that you are there to assist the community on behalf of the Ordnance Department in solving those problems attendant upon the congestion of war workers in their city. Advise them that we are interested in eliminating every condition in the community that is affecting adversely the health, comfort, safety or convenience of their workers, with a view to improving the stability of labor and preventing, if possible, the growth of "boom town" conditions and an abnormal increase in labor turnover.

2. Ascertain from the manufacturer for what department of the Government he is manufacturing, whether Ordnance, Navy, Signal, Quartermaster or Shipping Board, and submit such information to this office in your report. Naturally, this Department is interested only in conditions which are affecting those manufacturers who are engaged on Ordnance contracts, and should there be no Ordnance contracts in the city in question, you will notify this office to that effect and proceed to the next city. If those manufacturers who are working on Ordnance contracts are not being adversely affected by existing community conditions or in those which are in danger of growing, such cities may also be disregarded.

3. At the manufacturing plant, discuss conditions outlined in the list of questions which follow, with someone representing the employer, and, if possible, with some of the foremen and some of the employees. At many of the plants you will also find a representative of the Ordnance Department stationed as an inspector; such officer will be able to give you much valuable information in regard to community conditions. In considering the present conditions, bear in mind that if the industries located there are to be greatly increased that even those problems which are not of pressing importance at the present time will rapidly become so, and your work should be preventive as well as immediate.

4. You will also consult the officials of the Chamber of Commerce of the local labor bureau, women's civic clubs, secreaties of the Y.M.C.A. and Y.W.C.A., some of the

FCB/mJ.k
May 23/18

leading pastors, and others who are known to have a broad vision in regard to the welfare of their community. You will then draw up a concise program of the important things which should be undertaken in that community, mailing a copy promptly to this office, and at the same time presenting it at a meeting of some of the leading citizens of the community.

5. In working out the program, it is essential to find someone in the community who will act as the representative of this Department and who has the proper executive ability to guide the various committees which will be appointed to solve each of the problems in turn. If such a person cannot be found, you will so notify this office and an effort will be made to supply one from the outside. It should, however, be possible in nearly every community to find some citizen who has the proper qualifications.

6. When the work in this community is well organized you will then proceed to the next city on your list where the same work will be repeated. You will keep in touch with the first community by correspondence from time to time, visiting it and meeting with their committees to see that the work is being properly accomplished. You will also report frequently and fully to this office in regard to local matters.

7. Should any one problem, such as health, education, markets, etc., be of special importance in a certain community, you will call up this office to have assigned thereto a Governmental expert in such problem.

8. In meeting the public, bear in mind that your connection with the Government gives you exceptional importance, and be very careful in what is said that it cannot easily be misconstrued. Bear in mind that what you say you are saying officially, and will be interpretedbby the community as the opinion of the Government authorities. You will avoid undue newspaper publicity. Do not fail to make your people clearly understand that you are there as a representative of the Ordnance Department which is vitally interested in any condition which is affecting the output of munitions, and that we desire to work with the community in solving such problems.

9. The following questions are given not as a questionnaire, but merely as reminder of some of the things that may be affecting production:-

<u>Community Conditions:</u>

What conditions in the community are adversely affecting the health, safety, comfort, convenience, or general welfare of the workers

FCB/mJ.k
May 23/18

or their families.
Lack of houses?
Lack of rooms?
Is there a rental bureau?
Lack of boarding places?
What is being done to supply?
Has complete housing census or survey been taken?
Has housing company been formed?
Could barracks boarding house be erected?

Lack of schools?
What is condition at present?
Ascertain from Superintendent of Schools how many more pupils he could accommodate with present facilities?
Are any new schools under way, or projected?

Recreation
Movies?
Parks?
Playgrounds?
Organized Play?
Y.M.C.A.
Y.W.C.A.
K. of C.
Libraries?
Cooking and canning demonstrations for workers wives?
What is available for relazation on Sundays and holidays?

Cost of Living.
Is it exorbitant?
Is there any ordinance covering?
Public market?
Could a curb market be provided?
Are farmers raising produce for local sale?
Could they be encouraged to do so?
Are home gardening facilities being provided?

Social Conditions
Is there a "red light" district?
Are police controlling social evil?
What is liquor conditions?
Is town dry?
If so, is there bootlegging?
Are authorities trying to eliminate?

Thrift
Are W.S.S's being pushed?
Are banks co-operating to encourage deposits?

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Housing Conditions
Is sanitary code in effect?
Is there over-crowding?

Health
How are general health conditions?
What epidemics, if any?
Causes:-
Water
Sewer
Mosquitoes
Milk
Is there medical inspection and service within the industries?
On what basis?

Americanization
Are many aliens employed?
Is anything being done to educate?
Are there patriotic meetings?
Can 4-minute speakers address workers during noon hour?

Transportation
Are present facilities ample?
If not, what is being done to extend?
Are new tracks needed?
More frequent service?
Would changing store hours help to reduce peak load?
Could jitney service be installed?

Houses
Are new houses being erected?
For sale?
For rent?
Is anything hindering such building?
What can be done to encourage?

Employment
Is there Central bureau?
Are industries robbing each other?
Do manufacturers ever meet together to talk over this problem
Would they be willing to do so?

Women Workers
Where do they live?
Are there dormitories?
How are their working conditions?

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GENERAL

Is community well organized?
What are leading social service of welfare organizations?
Will citizens co-operate generally to improve conditions?

FCB-elk

Memoranda of unsatisfactory community conditions in existence at Ordnance Projects.

1. At Nitro, W. Va. the commissary is so arranged that the Government itself is guilty of gross profiteering. Reports made to the Community Organization Branch show the following gross profits, by the Government on the Commissary.

June 8th - March 31st - $24,902.81
April 1st- April 27th - 59,936.29
April 28 - June 1st - 121,607.31

2. For the management of the commissary at Nitro, a private Company receives 5% of the purchase price of all supplies and 5% of the labor costs. They have no money invested in equipment or in supplies, and do not pay any rent for buildings, etc., used. Their only expenses seem to be the salaries of two resident directors, yet their profits seem to be very excessive for the services rendered. May $7496.00; January 1st to June 1st - $33,153.00.

3. The restaurant buildings at Nitro were found to be poorly lighted and poorly ventilated; the flies were innumerable and the floors were wet; the counter service is such that a long waiting line is necessary, some of the men having to wait in line twenty minutes in the hot sun or rain before obtaining their food. The men complain that the prices of food are too high for the amount received; that something is wrong is shown by the data that only about 42% of the total number of meals have been furnished to the men, a large percent of the remaining 58% are said to have eaten canned goods, crackers, etc., and a few cooked their own meals on the river bank.

4. The post office facilities are so inadequate that several hundred men go without their noon-day meal in order to wait in line for the chance to get their mail or send postal money orders to their families. Mail in many cases has been held in the post office for two weeks before it has reached the proper person; many men stop work during the day in order to go to the post office at a time when it is not crowded.

5. Farmers are prohibited from selling their products to the families on the reservation as the commissary company have an exclusive contract. Many of the local farmers have put in large product crops and cannot dispose of them through the commissary company which is reluctant to handle fresh vegetables or serve them in the mess halls.

6. At several plants the local managers are interfering with the work the Y. M. C. A. is doing for the men. This is due largely to a lack of vision on the part of the managers of the duties they owe to their labor. At Plant No. 2 at Sheffield, recreation buildings were erected for the use of the employees, but the management has now taken these over as store houses, thus stopping excellent work that was being done.

7. At Plant No. 2 Sheffield a Police force has been recruited, it is alleged, from the ruffians of east side New York. Many claims are made that these men take a delight in beating up local employees. They are also accused of having themselves committed many crimes under the shield of their authority. They are, in fact, said to have threatened commissioned officers of the Ordnance Department.

8. At Old Hickory cases of malaria are becoming frequent, yet nothing is being done to kill the mosquitoes or drain the swamps near the reservation. Although there are 25,000 to 35,000 people at Old Hickory, the only hospital that has been provided is one containing sixteen beds for whites and sixteen for negroes -- so inadequate as to be almost useless.

9. The church authorities are endeavoring to furnish at their own expense church facilities for many of these plants, but no branch of the War Department has been given authority to decide what church facilities shall be permitted or to make definite arrangements for providing them.

10. At Woodbury nearly 2,000 women are already employed, but absolutely nothing has been furnished for their amusement or recreation, although the plant is located in an isolated region. It is obvious that these employees will not remain in such unattractive surroundings unless some facilities are provided for their welfare, outside of work hours.

11. At Old Bridge the meals are being served under tents and the food is prepared in unprotected kitchens with flies swarming over everything. There is no systematic inspection of the water and milk with consequent intestinal trouble among the workers, and large numbers of men losing time.

12. Many more unsatisfactory conditions have been reported, all of which seem to be caused by the fact that the welfare of these employees and the furnishing of proper social facilities is going by default because it is no one's particular business to look after them.

F. C. BUTLER,
In Charge, Community Organization Branch,
Industrial Service Section

COPY: mvw

WAR DEPARTMENT
ORDNANCE DISTRICT OFFICE
INDUSTRIAL SERVICE SECTION

CHICAGO June 22, 1918.

From: W. E. Holmes, Supervisor of Community Work, Chicago Branch

To: F. C. Butler, In Charge, Community Organization Branch, Industrial Service Section, Ordnance Dept.

Subject: Preliminary Report on Situation at East St. Louis and National City.

1. The situation here is both complex and serious, due to the following general causes:

a. The effects of the great race riot of July, 1917, when several whites and more than 130 negroes lost their lives.

b. The poorest kind of housing---the result of the efforts of real estate menttorrealize the largest possible profits on small investments, with no thought of conditions inevitable from overcrowding, etc.

c. Lack of proper sanitation due to the fact that a very large portion of the city is built on ground lower than the level of the river, hence a proper sewage system has not been provided and hundreds upon hundreds of buildings are without sewer connections.

d. A miserable system of garbage collection resulting in absolutely foul alleys, especially in sections occupied by the negroes, and foreignborn.

e. Lack of storm water drainage which results in great ponds of water on vacant lots and even in streets, superinducing a malarial condition.

f. Two hundred fifty saloons and hotels that are recognized merely as assignation houses of the worst type.

g. Lack of fire equipment---this city of 90,000 being without a single piece of motor-driven apparatus; dependent upon horsedrawn engines for fire pressure, there being only about 40 lbs. pressure at the sedimentation basin. In 1914 the Underwriters suggested several important changes but nothing has been done as yet and the municipality pleads poverty as the excuse.

h. Every industry in this city of many large industries is "foreign-owned" (even the leading stores being branches of

St. Louis concerns)and the merchants and citizens generally openly charge that the big industries pay a very small tax.

i. Whole blocks in National City are covered with horse-sale barns and other buildings of highly inflammable type, in which bulk and baled hay is stored by the carload. The moral hazard here is simply awful. Three of the plants in East St. Louis were recently damaged or destroyed by fires of an incendiary origin. All of this places the Government's interest in jeopardy.

j. The YWCA is poorly housed and none too well supported but seems, however, to be doing fairly effective work. No attempt is made to reach the colored population. The YMCA is housed in two old buildings one formerly a hotel and is known as a railway YMCA although it is endeavoring to cover the whole field of YMCA work. The secretary advises me that they have 800 members about 400 of whom are railroad men. The various railroads contribute only about $160 a month to the support of the institution, a sum utterly inadequate considering the services rendered, for the railway men take so much of the room and the time of the staff that other very important work is neglected. The YMCA maintains an industrial secretary who has done a great work among the foreigners, reaching the adults through work among the children in playgrounds, garden clubs, etc., and this is highly spoken of by the managers of the principal industries. Just now the work is languishing for lack of funds, such big concerns as the Aluminum Ore Company refusing their support. his secretary is supervising about 2,000 junior and 350 adult gardens and has unlimited opportunities for constructive work if the proper financial support could be provided.

k. National City has no saloons but immediately across the street in East St. Louis from the great plant of Nelson Morris and Company, there are a number of the worst hell-holes I have ever seen, as well as a number of so-called lunch-rooms, none of which would be allowed to exist for a moment in any other city---filthy, unsanitary, swarming with flies, operated by foreigners of various nationalities, patronized by whites and blacks, male and female, a menace which ought to be removed by some power.

l. The plant of the East St. Louis Cotton Oil Co.(owned by Armour & Co.) is located at Brooklyn, adjoining National City. This village of several hundred negroes cannot be described to anyone who has never seen it. The buildings are all unpainted shacks with no sewerage, no walks, no gardens, no lawns-- nothing but a number of indescribably filthy saloons which operate seven days in the week, regardless of the Illinois Law.

m. I was present at a meeting when it was stated that there is no place in the business section of East St.Louis where a negro, male or female, can buy a soda, ice-cream, candy, etc., with the result that the men patronize the saloons, and the women are compelled to trade in the dirty dumps which flourish in the negro section/

n. The park situation is bad as the parks are few and small and the colored population is "discouraged" from patronizing them.

o. All in all the situation here is deplorable. The saloon element controls city affairs. The mayor and council are at outs with the Chamber of Commerce, the Rotary Club and the Real Estate Association.

2. A report of the remedial work undertaken here will be sent you later. In the meantime, I have made the following suggestions all of which have been favorably received:

a. That the Illinois Walnut Co. whose plant recently burned down and who are working for the Ordnance Department on rifle stocks, be brought into the city limits of East St. Louis where fire protection will be better and some degree of police protection provided.

b. That an active effort be made to bring to the personal attention of the heads of industries the excellent work which the YMCA Industrial Department is doing and its influence upon their men with a view to stregthening this work.

c. That the packers be brought together for a conference regarding a definite program of modern housing and that the experiences of the American Cast Iron Pipe Co., of Birmingham, Ala., with housing whites and blacks be brought to their attention.

d. That the balance of some $13,000 left in the fund raised for defense at the time of the East St. Louis riot, be used for the purchase of badly needed fire equipment.

e. The city has made since I talked with them their first collection of garbage since last October and the mayor promises me to give this his personal attention until the city is cleaned up. I also have the promise of the Rotary Club and the Chamberoff Commerce to keep on his trail.

Respectfully yours,

W. E. HOLMES
Supervisor of Community Work
Industrial Service Section
Chicago District.

COMMITTee:
ON CONDITIONS OF LIVING

(HOSPIYAL [redacted] CONDITIONS)
IN D.C.

B-23 Eidlitz

WAR LABOR POLICIES BOARD
1607 H St.

September 14, 1918.

My dear Mr. Eidlitz:

I am glad to learn that your Bureau has already undertaken to relieve the hospital situation in Washington, D. C. For the information of the Committee on Conditions of Living, will you kindly let me know whether it is going to be possible to make an increase in the hospital beds within the next thirty days and how many additional beds the Commissioners of the District of Columbia will be able to provide for?

As you noticed in the report, the Committee and its advisors felt that two hundred beds were needed immediately and that three hundred more would be needed by January first. I assume that the two hundred hospital beds which you are planning for will notbe ready until at least January first.

Cordially yours,

Chairman.

Mr. Otto M. Eidlitz,
President, U. S. Housing Corporation
815 G Street, Washington, D. C.

E R : E S

File

WAR LABOR POLICIES BOARD

August 27, 1918.

Mr. Louis Brownlow, Commissioner
District Building,
Washington, D. C.

Dear Sir:

The attention of the Committee on Conditions of Living of the War Labor Policies Board has been called to the hospital situation in Washington, D. C. The Committee is asking several men informed on the local hospital facilities to confer with it at its meeting on Thursday at 4 P. M. at 1607 H Street. The Committee will greatly appreciate your being present,,if possible, to give us the benefit of your information and advice.

Yours very truly,

Acting Chairman.

E R : E S

WAR LABOR POLICIES BOARD

August 27, 1918.

Dr. D'Arcy M. Magee,
Chairman Medical Union,
Home Defense League,
1607 Connecticutt Avenue,
Washington, D. C.

Dear Sir:

The Committee on Conditions of Living of the War Labor Policies Board is inviting a group of men informed on the hospital situation in Washington to confer with it at its meeting to be held Thursday at 4 P. M. at 1607 H Street. We would greatly appreciate your being present at this meeting, if possible.

Yours very truly,

Acting Chairman.

E R : E S

WAR LABOR POLICIES BOARD

August 27, 1918.

Mr. Otto Eidlitz,
Bureau of Industrial Housing
613 G Street,
Washington, D. C.

Dear Sir:

The attention of the Committee on Conditions of Living of the War Labor Policies Board has been called to the hospital situation in Washington, D. C. We understand that one or more requests have been submitted to your Bureau asking the construction of emergency hospitals. The Committee is inviting a group of men informed on the local hospital facilities to confer with it on Thursday at 4 P. M. at 1307 H Street. We should greatly appreciate it if you or the man to whom these requests have been referred would attend the meeting. We should be glad to have Mr. Butler, your hospital expert, present.

Yours very truly,

Acting Chairman.

E R : E S

WAR LABOR POLICIES BOARD
1607 H Street

August 27, 1918.

General W. C. Gorgas,
Surgeon General of the Army,
7th & B Street.

Dear Sir:

The attention of the Committee on Conditions of Living of the War Labor Policies Board has been called to the hospital situation in Washington, D. C. A representative of the Committee, in talking with Colonel Furbush and Captain Britton was informed that your Department has given the question considerable study.

Will you not, if possible send a representative to meet with the Committee to consider this question Thursday afternoon at 4 P. M. at this office.

Yours very truly,

Acting Chairman,

E R : F S

File WR

B-23

Martin

THE ADVISORY COMMISSION
OF THE
COUNCIL OF NATIONAL DEFENSE

Oct. 2, 1918.

FROM: Chairman, General Medical Board.

TO: Miss Edith Lockwood,
War Labor Policies Board,
Department of Labor,
Washington, D.C.

SUBJECT: Construction of 200 bed emergency hospital.

1. I wish to acknowledge and thank you for your communication of the 27th advising that the Bureau of Industrial Housing and Transportation has decided to build a two hundred bed emergency hospital to be used for contagious diseases or for general medical and surgical purposes, in Washington. I am sure that the need for such an institution in this city is growing more acute daily.

Franklin Martin

Chairman,
General Medical Board.

File
WR.

WAR LABOR POLICIES BOARD
1607 H St.

September 4, 1918.

Dr. Franklin H. Martin, Attention Dr. Turnbull.
Member of Advisory Commission,
Council of National Defense, Medical Section.

My dear Dr. Martin:

I wish to thank you for the information in regard to the hospitals in Washington and for your trouble in the matter. The Committee was very sorry that you were unable to send a representative to the conference on Thursday.

There now appears to be some chance of getting immediate action for the betterment of the hospital situation in Washington.

Sincerely yours,

Secretary

Committee on Conditions of Living.

File WR.

COUNCIL OF NATIONAL DEFENSE

MEDICAL SECTION

WASHINGTON

August 1, 1918

From: Dr. Franklin H. Martin
Member of Advisory Commission

To: Miss Edith Rockwood
Sec'y Committee on Conditions of Living
War Labor Policies Board
Department of Labor

Subject: Survey of Hospitals.

1. We have started on the survey of Washington hospitals and will obtain as much of the information you request, as possible.

2. When the survey is completed a report will be made to you.

By direction of Dr. Franklin H. Martin:

Thomas Turnbull Jr.

Bureau of Information, Hospital Committee
Medical Section, Council of National Defense.

rb

War Labor Policies Board

July 31, 1918

My dear Dr. Turnbull:

At the request of Miss Rockwood I am sending you, enclosed, a list of hospital questions.

Sincerely yours,

for

Sec'y Committee on Conditions of Living

Dr. Turnbull
Council of National Defense
Room 402
18th & D St.

File. 4R.

COUNCIL OF NATIONAL DEFENSE
MEDICAL SECTION
WASHINGTON

July 25, 1918

From: Dr. Franklin H. Martin,
Member of Advisory Commission

To: Miss Edith Rockwood
War Labor Policies Board,
1607 H. Street N. W.

Subject: Infirmaries in connection with the housing of War Workers.

1. After our conversation on the hospital situation in Washington, the thought arises that if residence halls are to be built by the Government to house the war workers, would it not be a good idea to have a barrack infirmary erected for each set of units with a number of beds in a certain ratio to the number of workers housed.

2. These infirmaries would have trained nurses, some hospital facilities and would serve for those cases of mild indisposition and a number of medical cases which always exist under such conditions. and might lighten the work of the city hospitals.

3. Such infirmaries should at least be built in connection with the units for housing woman workers.

4. Many cases from the boarding houses of the city could be sent to these infirmaries and receive better treatment and care than in the boarding houses where domestic labor is already scarce and care is almost impossible.

5. These infirmaries could be rapidly erected in connection with housing developments, much more so than adding to existing civil hospitals.

By direction of Dr. Franklin H. Martin:

Thomas Turnbull Jr.

Dr. Thomas Turnbull Jr.
Bureau of Information
Hospital Committee, Medical Section
Council of National Defense.

TT/rb

COUNCIL OF NATIONAL DEFENSE

MEDICAL SECTION

WASHINGTON

August 26, 1918

From: Dr. Franklin H. Martin,
Member of Advisory Commission.

To: Miss Edith Rockwood,
War Labor Policies Board,
1607 H. Street,
Washington, D. C.

Subject: Hospitalization in Washington, D. C.

1. The Hospital Committee of the Medical Section, Council of National Defense, recently made, at your suggestion, a survey of the hospitals in Washington.

2. We enclose a report of the Washington hospitals with a suggestion of an increase in the hospital beds, which increase will have to be carefully considered and perhaps a further increase made.

3. We enclose, likewise, a tabulated report with a survey of the Council of National Defense and the Home Defense League combined. You will notice, as in most surveys, that the figures do not agree although we think you can draw true conclusions from the total.

By direction of Dr. Franklin H. Martin:

Thomas Turnbull, Jr.

Dr. Thomas Turnbull, Jr.,
Hospital Committee, Bureau of Information,
Medical Section, Council of National Defense.

TT RB

13-23

File WR

COUNCIL OF NATIONAL DEFENSE

MEDICAL SECTION

WASHINGTON

September 4, 1918

From: Dr. Franklin H. Martin,
Member of Advisory Commission.

To: Mr. Richard S. Childs,
Chairman Committee on Conditions of Living
War Labor Policies Board,
1607 H. Street, Washington, D.C.

Subject: Committee Meeting on August 29, 1918

1. We wish to express sincere regrets that no representative from our Hospital Committee of the Medical Section of the Council of National Defense was present at your meeting last Thursday.

2. This seeming negligence on our part is due however to the fact that your letter of August 27 informing us of the meeting was not received until this morning, September 4, 1918

By direction of Dr. Franklin H. Martin.

Thomas Turnbull Jr.

Dr. Thomas Turnbull, Jr.,
Bureau of Information, Hospital Committee,
Medical Section, Council of National Defense.

TT/m

B-23

WAR LABOR POLICIES BOARD
1607 H Street

September 27, 1918.

My dear Mr. Childs:

I am enclosing copies of the letters sent to Mr. Frankfurter by the Director of the Bureau of Industrial Housing and Transportation. This information has been sent to the men who were present at the conference.

The Secretary of Labor has approved the plan for a Commission on Living Conditions of War Workers with the suggestion that the Commission be placed in the Bureau of Industrial Housing and Transportation. The Chairman of the War Labor Policies Board and the Director of the Bureau of Industrial Housing and Transportation have been instructed to proceed with the organization of the Commission.

Sincerely yours,

Secretary,
Committee on Conditions of Living.

Mr. Richard S. Childs,
State, War & Navy Building.

E R:EBS

WAR LABOR POLICIES BOARD
1307 H Street

September 27, 1918.

My dear Mr. Howard:

I am enclosing copies of the letter sent to Dr. Frankfurter by the Director of the Bureau of Industrial Housing and Transportation. This letter explains what it is the men who were present at the conference.

The Board of Labor has approved the plan for a Commission on Living Conditions of the Army with the suggestion that the Commission be placed in the Bureau of Industrial Housing and Transportation. The Chairman of the War Labor Policies Board and the Director of the Bureau of Industrial Housing and Transportation have been instructed to proceed with the organization of the Commission.

Sincerely yours,

Secretary,
Committee on Conditions of Living.

Mr. F. L. Howard,
Department of Labor

FR:EBS

WAR LABOR POLICIES BOARD
1607 H Street

September 27, 1918.

My dear Miss Lathrop:

I am enclosing copies of the letters sent to Mr. Frankfurter by the Director of the Bureau of Industrial Housing and Transportation. This information has been sent to the men who were present at the conference.

The Secretary of Labor has approved the plan for a Commission on Living Conditions of War Workers with the suggestion that the Commission be placed in the Bureau of Industrial Housing and Transportation. The Chairman of the War Labor Policies Board and the Director of the Bureau of Industrial Housing and Transportation have been instructed to proceed with the organization of the Commission.

Sincerely yours,

Secretary,
Committee on Conditions of Living

Miss Julia Lathrop
Children's Bureau.

ER:EBS

WAR LABOR POLICIES BOARD
1607 H Street

September 27, 1918

My dear Mr. Howland:

I am enclosing copies of the letters sent to Mr. Frankfurter by the Director of the Bureau of Industrial Housing and Transportation. This information has been sent to the men who were present at the conference.

The Secretary of Labor has approved the plan for a Commission on Living Conditions of War Workers with the suggestion that the Commission be placed in the Bureau of Industrial Housing and Transportation. The Chairman of the War Labor Policies Board and the Director of the Bureau of Industrial Housing and Transportation have been instructed to proceed with the organization of the Commission.

Sincerely yours,

Secretary,
Committee on Conditions of Living.

Mr. Charles P. Howland.
Bureau of Industrial Housing.

FR:EBS

September 27, 1918

My dear Mr. Chenery:-

I am enclosing copies of the letters sent to Mr. Frankfurter by the Director of the Bureau of Industrial Housing and Transportation. The information has been sent to the men who were present at the conference.

The Secretary of Labor has approved the plan for a Commission on Living Conditions of War Workers with the suggestion that the Commission be placed in the Bureau of Industrial Housing and Transportation. The Chairman of the War Labor Policies Board and the Director of the Bureau of Industrial Housing and Transportation have been instructed to proceed with the organization of the Commission.

Sincerely yours,

Secretary

Committee on Condition of Living

Mr. William L. Chenery
War Labor Policies Board

Sent to,
Mr. Chenery,
Miss Abbott
Miss Thorne
Dr. Barnett.

ER:EBS

Dilworth

Childs

Sept. 10, 1918.

From: R. S. Childs, Acting Secretary of Committee on Conditions of Living, War Labor Policies Board.

To: Dr. Thomas Turnbull, Jr., Bureau of Information, Hospital Committee, Medical Section, Council of National Defence.

Subject: Committee Meeting of August 29th.

Our Committee after hearing from the several authorities on the Washington Hospital situation found them to be in substantial agreement on the fact that 500 hospital beds must be provided this winter in the District and recommended that the Bureau of Industrial Housing accept responsibility for providing beds, making a canvass of available boarding schools and other existing buildings which might be converted to hospital use and proceed to provide the beds in whatever might prove to be the most economical way, using funds from the housing appropriation.

Mr. Eidlitz of the Bureau of Industrial Housing has accepted the responsibility and his hospital expert, Dr. Charles Butler, is vigorously at work.

The Public Health Service announces its willingness to operate the hospital facilities using physicians supplied by the army. The question of funds for operating rooms is undetermined but Mr. Eidlitz has power to use his funds to operate his properties.

R. S. Childs.

RSC/fb

Childs.

WAR LABOR POLICIES BOARD

August 21, 1918.

MEMO to Miss Rockwood,

from Mr. Bell.

This is to confirm our conversation of the 17th. I think we would probably be duplicating the work of the proposed Commission on Conditions of Living, if we were to make any investigation of the war Labor Board's Bureau of Health and Housing, as suggested by Mr. Childs. The Committee on Conditions of Living will probably not be a permanent committee, and I doubt the advisability of its taking any such official action.

Will you please notify Mr. Childs, if you have not already done so.

Executive Secretary.

Mail note

MEMORANDUM

To: Mr. Bell
From: Miss Rockwood
In Re: Request to study activities of Bureau of Health and Housing of the War Department.

Mr. Richard S. Childs of the office of the Assistant Secretary of War has requested the Secretary of the Committee on Conditions of Living to familarize herself with the War Department's Bureau of Health and Housing which is under his direction. The purpose of such a study is consultation with the Committee on Conditions of Living as to the development of this branch of the War Department Service.

Sec'y

August 14, 1919.

F R : F S

Sept. 7, 1918.

My dear Mr. Eidlitz:-

Allow me to hand you herewith a report of the Committee on Conditions of Living of the War Labor Policies Board in regard to the hospital situation in Washington. I direct your special attention to the recommendations of the Committee. The consensus of medical opinion of all the departments of the Government points to the grave danger of the situation and I know that the recommendations of this Committee, supported as it is by a full consideration of the subject, will have your serious and prompt attention.

Cordially yours,

Otto M. Eidlitz, Esq.

Same letter to:

B. 23

Louis Brownlow
Dr. D'Arcy Magee
Dr. Wm. G. Stimpson
Lt. Col. John A. Hornsby
Capt. James A. ~~Barton~~ Budlong

September 27, 1918.

Dr. William C. Fowler,
Health Officer, District of Columbia,
District Building,
Washington, D. C.

My dear Dr. Fowler:

The Committee on Conditions of Living of the War Labor Policies Board desires to inform those who were present at the conference on the hospital situation in Washington that the Bureau of Industrial Housing and Transportation has decided to build a two hundred bed emergency hospital, to be used for contagious diseases or for general medical and surgical purposes, as proves necessary. The hospital will be ready in from two and one-half to three months. It will be so constructed that additions can readily be made.

After carefully studying the present hospital facilities available, and the buildings which might readily be adapted to hospital purposes, the Bureau of Industrial Housing and Transportation concluded that the immediate needs could be cared for, and that the construction of the two hundred bed hospital would give the necessary relief to the winter situation.

Sincerely yours,

Secretary,

Committee on Conditions of Living.

RLSC

September 27, 1918.

My dear Dr. Eaton:

The Committee on Conditions of Living of the War Labor Policies Board desires to inform those who were present at the conference on the hospital situation in Washington, that the Bureau of Industrial Housing and Transportation has decided to build a two hundred bed emergency hospital, to be used for contagious diseases or for general medical and surgical purposes, as proves necessary. The hospital will be ready in from two and one-half to three months. It will be so constructed that additions can readily be made.

After carefully studying the present hospital facilities available, and the buildings which might readily be adapted to hospital purposes, the Bureau of Industrial Housing and Transportation concluded that the immediate needs could be cared for, and that the construction of the two hundred bed hospital would give the necessary relief to the winter situation.

Sincerely yours,

Secretary,
Committee on Conditions of Living.

Dr. William H. Eaton,
Surgeon General's Office,
New Jersey Avenue and B St., S.E.,
Washington, D. C.

ER:MSC

September 27, 1918.

My dear Dr. Martin:

The Committee on Conditions of Living of the War Labor Policies Board desires to inform those who were present at the conference on the hospital situation in Washington, that the Bureau of Industrial Housing and Transportation has decided to build a two hundred bed emergency hospital, to be used for contagious diseases or for general medical and surgical purposes, as proves necessary. The hospital will be ready in from two and one-half to three months. It will be so constructed that additions can readily be made.

After carefully studying the present hospital facilities available, and the buildings which might be readily adapted to hospital purposes, the Bureau of Industrial Housing and Transportation concluded that the immediate needs could be cared for, and that the construction of the two hundred bed hospital would give the necessary relief to the winter situation.

Sincerely yours,

Secretary,

Committee on Conditions of Living.

Dr. Franklin H. Martin,
Chairman Medical Section,
Council of National Defense.
Washington, D. C.

WAR LABOR POLICIES BOARD
1607 F Street

September 27, 1918.

My dear Mr. Brownlow:

The Committee on Conditions of Living of the War Labor Policies Board desires to inform those who were present at the conference on the hospital situation in Washington, that the Bureau of Industrial Housing and Transportation has decided to [illegible] the housing for [illegible] hospital [illegible] need for contagious diseases or for [illegible] [illegible] tions, if such is proved necessary. The hospital will be ready in from two and one-half to [illegible] months. It will be so constructed [illegible] [illegible] wards.

After a thorough survey of all hospital facilities available and the buildings which might be [illegible] to hospital purposes, the Bureau of Industrial Housing and Transportation concludes that the [illegible] and that the construction of a [illegible] hospital would place the community relief in the minimum situation.

Sincerely yours,

Secretary,

Committee on Conditions of Living

Mr. Louis Brownlow, Commissioner,
Municipal Building, Washington, D. C.

SR:GBS

Ahern

WAR LABOR POLICIES BOARD

August 6, 1918.

My dear Mr. Keppel:

I am returning the memorandum from Major Ahern which you sent Mr. Frankfurter. As a result of your sending this to us we are now in touch with his Government Recreation League. He evidently is making a determined effort to solve the problem of holding war workers in Washington. Our Committee is glad to know of his work.

Sincerely yours,

Secretary Committee on Conditions of Living

Mr. F. P. Keppel,
Third Assistant Secretary of War
War Department, Washington

E R : F B S

Ahern

WAR LABOR POLICIES BOARD.

July 26th, 1918.

Dear Mr. Stetson:

Attached please find the letter with enclosure from Major Ahern of the Government Recreation League. I am sorry I forgot to bring this with me last night.

Cordially,

Encl.

Raymond H. Stetson, Esq.,
% Red Cross,
Washington, D.C.

77

WAR DEPARTMENT,
WASHINGTON.

July 16, 1918.

Dear Felix:

I think you'll be interested in casting your eye over the enclosed memorandum from Major Ahern, who, so far as I know, is the only man in Washington who is able to keep his employees. Please let me have it back at your convenience.

If you, or any of your associates, would like to talk with the old gentleman (he is a retired officer returned to the service), he will be glad to put himself at your or their disposal, I am sure.

Very truly yours,

FPK

F. P. Keppel.
Third Assistant Secretary of War.

Mr. Felix Frankfurter,
Labor Department,
Washington, D. C.

kaj

Board B-23 GPB

U. S. DEPARTMENT OF LABOR
BUREAU OF INDUSTRIAL HOUSING AND TRANSPORTATION

UNITED STATES HOUSING CORPORATION
613 G STREET NORTHWEST—P. O. BOX 1903
WASHINGTON, D. C

ADDRESS ALL CORRESPONDENCE TO THE CORPORATION
REFER TO President.

September 9, 1918.

Hon. Felix Frankfurter, Chairman,
War Labor Policies Board,
Department of Labor,
Washington, D. C.

My dear Mr. Frankfurter:

WASHINGTON CITY - HOSPITALS.

I beg to acknowledge receipt of your report of the Committee on Conditions of Living of the War Labor Policies Board, in regard to the hospital situation in Washington.

In reply I beg to say that this matter has already had our attention. We have also investigated the hospital situation and we believe that with the addition that the Commissioners will make, and with the facilities that they now have, they can reasonably take care of the ordinary illnesses which may afflict Washington.

There is, however, the danger of the menace from contagious diseases, and our Board is now having plans drafted for a 200-bed hospital for contagious diseases. It is of course apparent that this hospital must be located somewhere in the open away from the dense population of the city. Two sites have been considered; one on the Oval, on the island in Potomac Park, the other immediately south of the Marine Hospital at 23rd and B Streets. The difficulty with the first site is that there may be serious objection raised by Colonel Ridley that the contagious disease hospital be put in this place and possibly deprive the public of the use of the Park. The second site would limit the capacity to the 200 beds. The Oval was selected so that the size of the hospital could be increased if necessary. Preliminary plans for the 200-bed hospital will be ready within a week.

If this does not agree with your ideas kindly let me hear from you again.

Our inspection to determine the possible needs for the ordinary hospital purposes took in an interview with the superintendents of all the city hospitals, and from their statements we believe that no immediate danger is imminent except for the possibility of an epidemic.

Faithfully yours,

Otto M. Eidlitz

President, United States
Housing Corporation.

FORM 2 H. D. 3M 4-22-18

S. R. O. C. L. R.

190,828

B-23

Fowler

A. 10508-18.

IN REPLY ADDRESS
THE HEALTH OFFICER
AND REFER TO
L. S. 249569

COMMISSIONERS OF THE DISTRICT OF COLUMBIA

HEALTH DEPARTMENT

WASHINGTON October 9, 1918.

Miss Edith Rockwood,
Secretary, Committee on Conditions of Living,
War Labor Policies Board,
Department of Labor,
Washington, D. C.

Dear Madam:

I beg to acknowledge receipt of your letter of the 27th ultimo, containing certain information relative to the temporary emergency hospital to be erected by the Committee on Conditions of Living of War Labor Policies Board and to thank you for the same. There never was a time in the history of this city when an emergency hospital for contagious diseases was more badly needed than at the present time. I hope that this structure might be completed in a much shorter time than that mentioned in your letter. I am quite sure, in view of the prevailing epidemic, every effort will be put forward to push this project through at the earliest date possible.

Respectfully,

M L Fowler M.D.,

Health Officer.

WOP/MLG

FORM 2 H. D. 3M 4-22-18

S. R. O. C. L. R.

190,828

B-23

Fowler

R. 10508-18.

IN REPLY ADDRESS
THE HEALTH OFFICER
AND REFER TO
L. S. 249569

COMMISSIONERS OF THE DISTRICT OF COLUMBIA

HEALTH DEPARTMENT

WASHINGTON October 9, 1918.

Miss Edith Rockwood,
Secretary, Committee on Conditions of Living,
War Labor Policies Board,
Department of Labor,
Washington, D. C.

Dear Madam:

I beg to acknowledge receipt of your letter of the 27th ultimo, containing certain information relative to the temporary emergency hospital to be erected by the Committee on Conditions of Living of War Labor Policies Board and to thank you for the same. There never was a time in the history of this city when an emergency hospital for contagious diseases was more badly needed than at the present time. I hope that this structure might be completed in a much shorter time than that mentioned in your letter. I am quite sure, in view of the prevailing epidemic, every effort will be put forward to push this project through at the earliest date possible.

Respectfully,

M L Fowler M.D.,

Health Officer.

WCP/MLG

B-23

Fowler

R. 10506-15.

IN REPLY ADDRESS
THE HEALTH OFFICER
AND REFER TO
L. S.

247353

COMMISSIONERS OF THE DISTRICT OF COLUMBIA

HEALTH DEPARTMENT

WASHINGTON

August 2, 1918

Miss Edith Rockwood,

Secretary, Committee on Conditions of Living,

Department of Labor,

Washington, D. C.

Dear Madam:

I beg to acknowledge the receipt of your letter of the 31st ultimo, enclosing for my information a copy of the "Act to authorize the President to provide housing for war needs", for which please accept thanks.

Very truly yours,

W C Fowler M. D.

Health Officer.

WCF/HLM

WAR LABOR POLICIES BOARD

July 31, 1918

My dear Dr. Fowler:

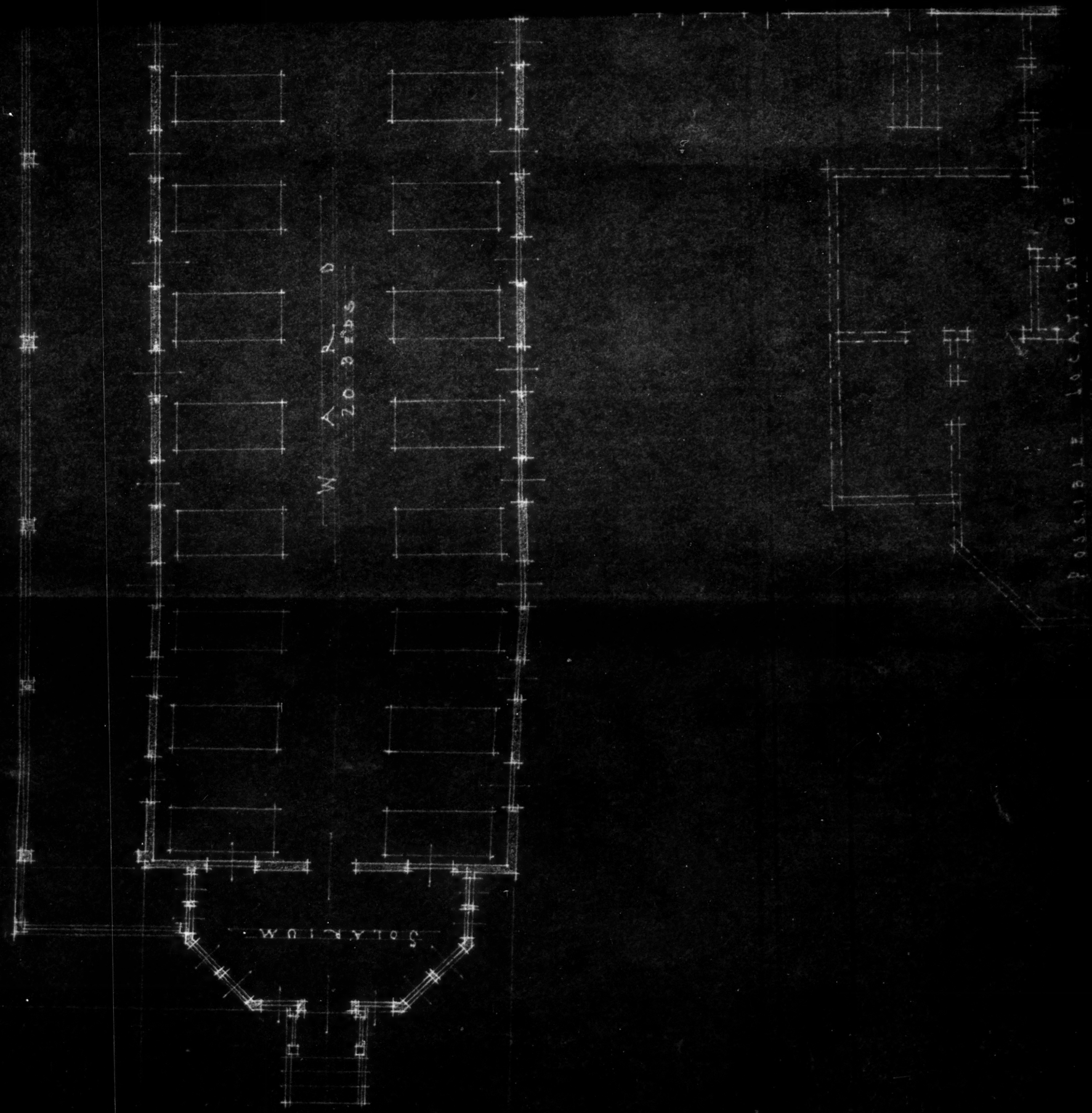
I am enclosing a copy of the "Act to authorize the President to provide housing for war needs" which you spoke of yesterday.

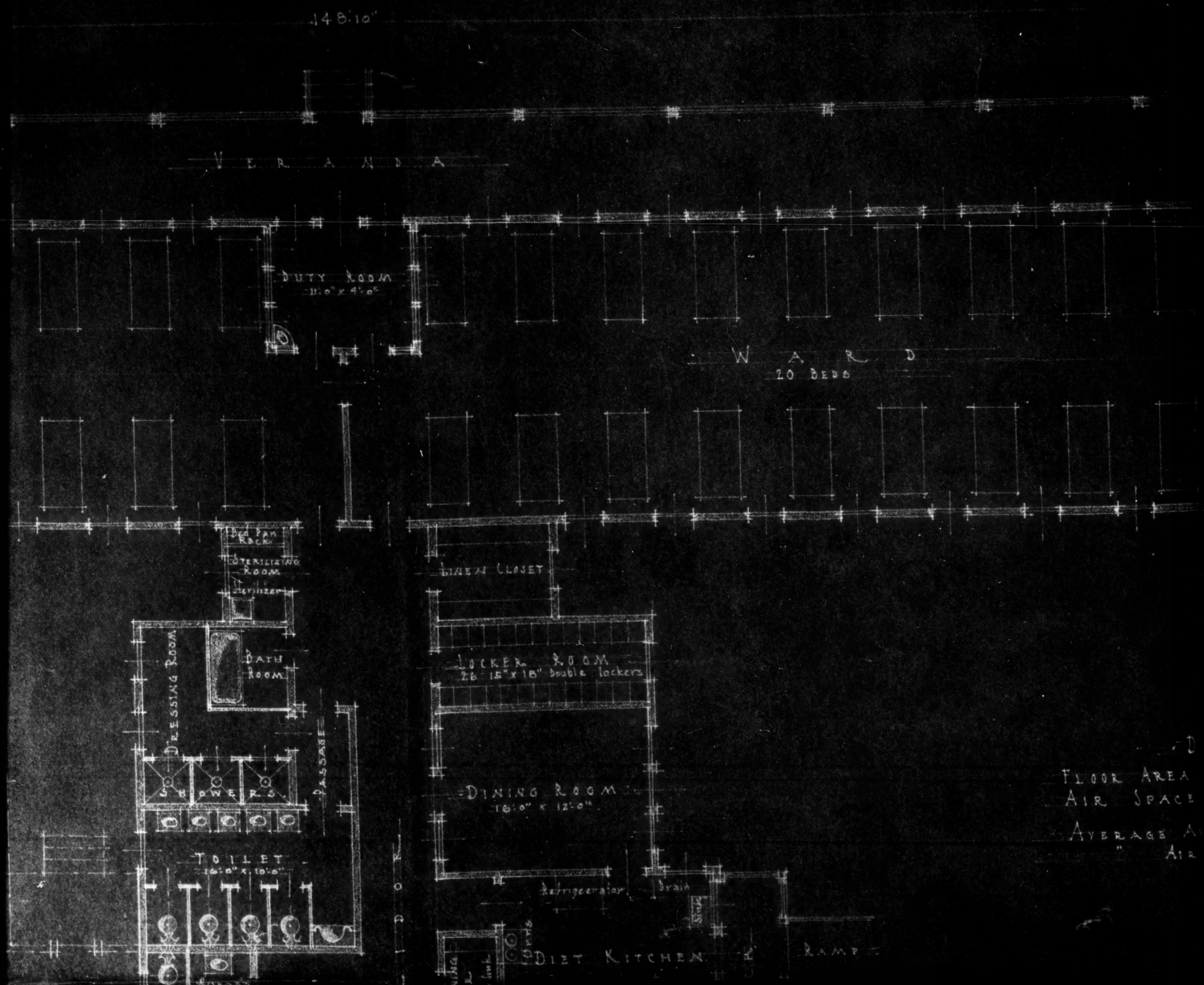
Sincerely yours,

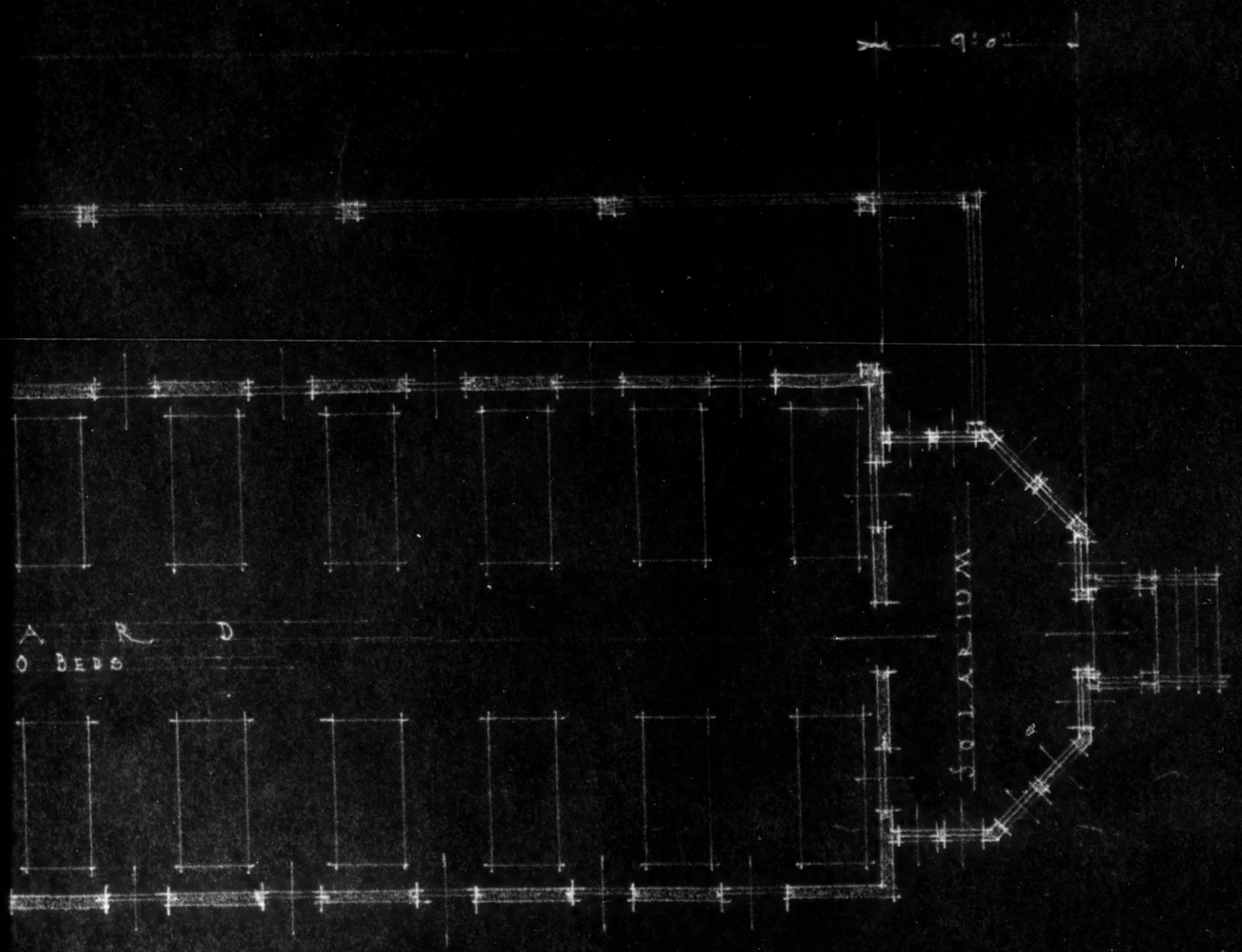
Sec'y Committee on Conditions of Living

By

Dr William C. Fowler
Room 408
Municipal Building
Washington, D. C.


SOLARIUM
W
A
D
20 BEDS
POSSIBLE LOCATION OF
24'-0"
9'-6"
14'-6"
9'-6"


148'-10"
VERANDA
DUTY ROOM
11'-0" x 4'-6"
WARD
20 BEDS
Bed Pan Rack
STERILIZING ROOM
Sterilizer
DRESSING ROOM
BATH ROOM
SHOWERS
PASSAGE
TOILET
16'-0" x 10'-0"
LINEN CLOSET
LOCKER ROOM
26 15" x 18" Double lockers
DINING ROOM
18'-0" x 12'-0"
Refrigerator
Drain
Sink
DIET KITCHEN
RAMP
FLOOR AREA
AIR SPACE
AVERAGE A
" AIR

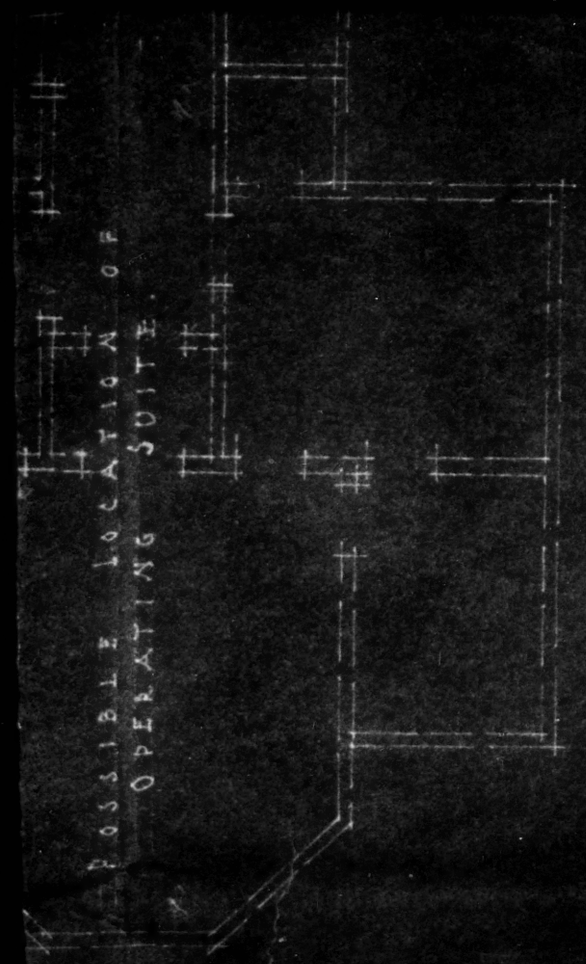


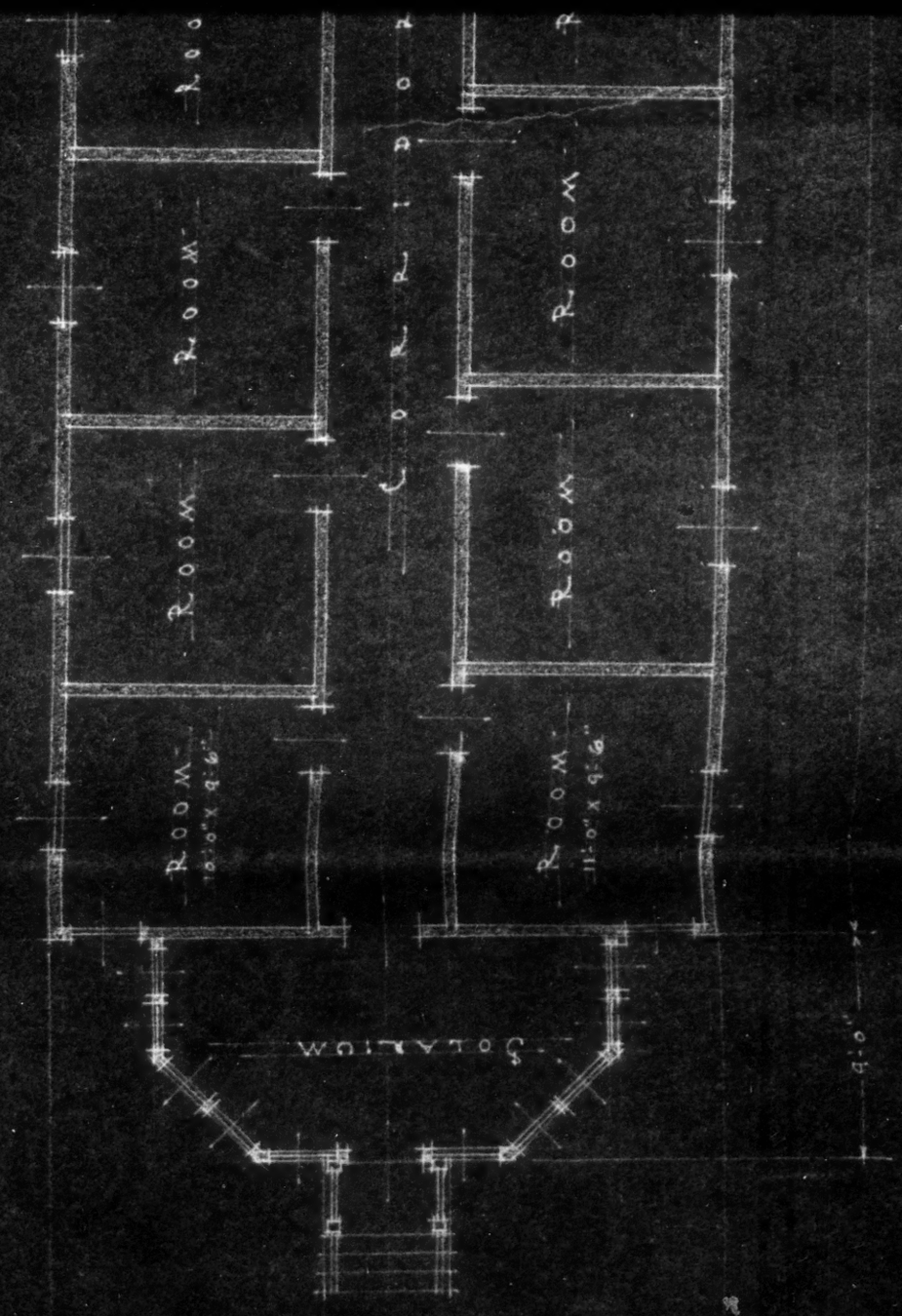
DATA

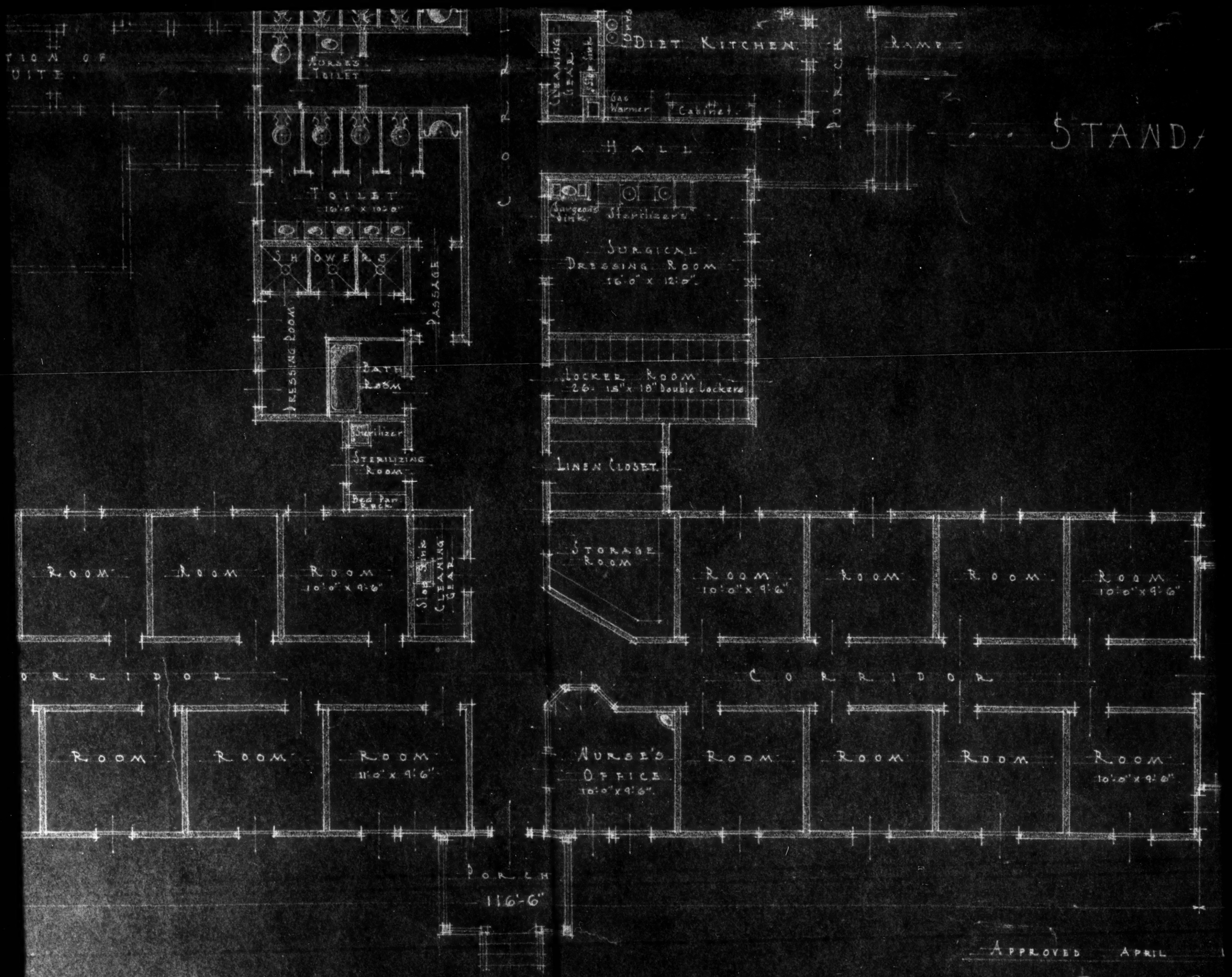
FLOOR AREA PER WARD BED 77.5 □'
AIR SPACE " " " 929. △'

AVERAGE AREA PER ROOM 95 □'
" AIR SPACE " " 996 △'

RAMP


POSSIBLE LOCATION OF
OPERATING SUITE.

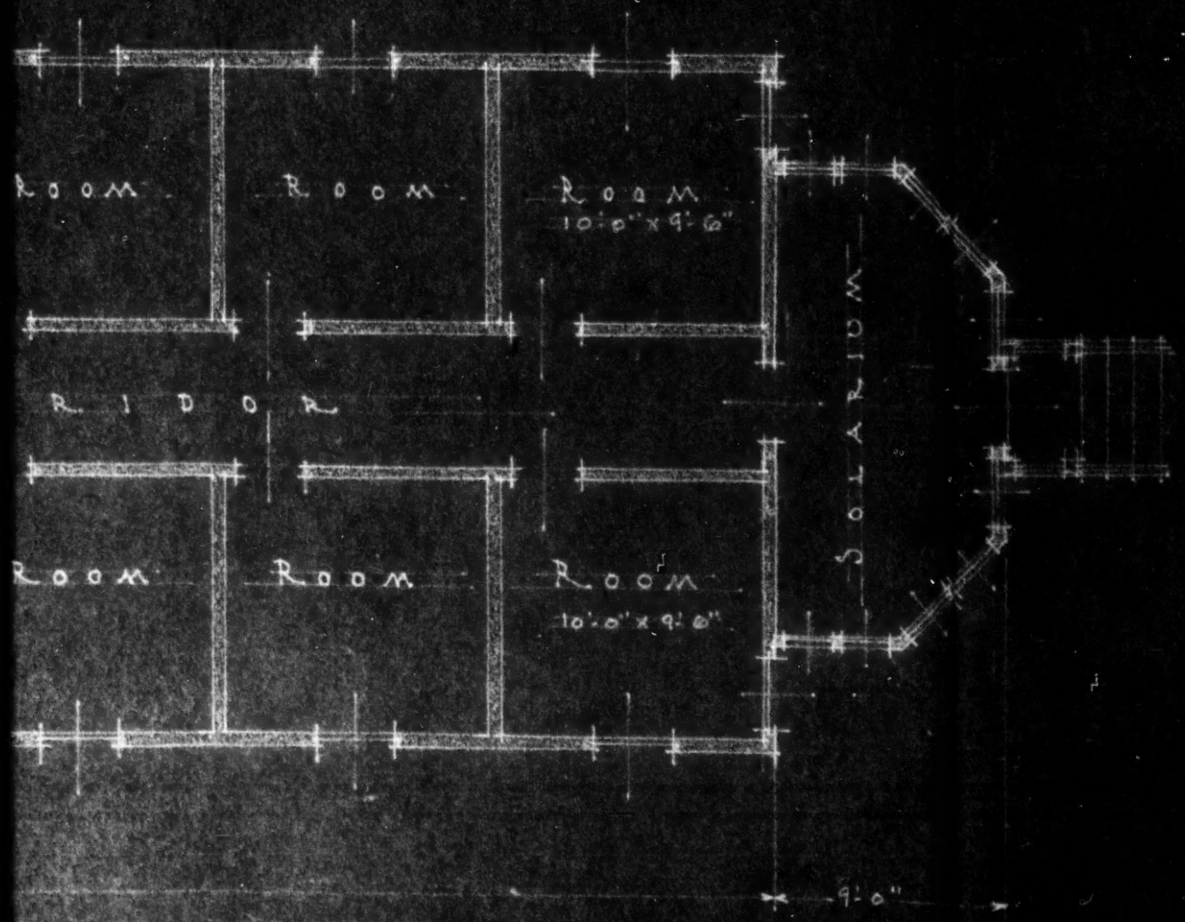

ROOM
10'-0" X 9'-6"
ROOM
ROOM
CORRIDOR
ROOM
ROOM
11'-0" X 9'-6"
SOLARIUM
9'-0"
26'-0"
64'-6"
114'-6"


Nurses' Toilet
Toilet
16'-0" x 10'-0"
Showers
Dressing Room
Passage
Bath Room
Sterilizer
Sterilizing Room
Bed Pan Rack
Slop Sink
Cleaning Gear
Room
Room
Room
10'-0" x 9'-6"
Corridor
Room
Room
Room
11'-0" x 9'-6"
Porch
16'-6"
Diet Kitchen
Cleaning Gear
Slop Sink
Gas Warmer
Cabinet
Hall
Sideboard Sink
Sterilizers
Surgical Dressing Room
16'-0" x 12'-0"
Locker Room
26'-15" x 18" Double Lockers
Linen Closet
Storage Room
Room
10'-0" x 9'-6"
Room
Room
Room
10'-0" x 9'-6"
Corridor
Nurse's Office
10'-0" x 9'-6"
Room
Room
Room
Room
10'-0" x 9'-6"
Ramp
Approved April
Surgeon Ge

FLOOR PLAN

STANDARD · HOSPITAL · UNIT
TYPE · "B"

SCALE :: 1/8 IN = 1 FT



APPROVED APRIL 1918

Rupert Blue
SURGEON GENERAL

APRIL 10 1918 W.G.W.

P·H·S·No·68

Washington, D. C.

HOSPITAL INFORMATION.

Information from incomplete returns on circular sent out by Council National Defense. Dr. Turnbull.

GENERAL	beds
Cent. Dis. & Emergency	142
East Disp & Casualty	30
Freedmans	278
Garfield	170
Georgetown University	100
George Wash. University	100
National Homeo.	75
Providence	335
Sibley Memor.	150
	1380

SPECIAL	beds
Childrens Hospital	135
Columbia for women	190
Epis. Eye, Ear, Throat	82
	407

Possible expansion 448

District population, census estimate 1917, 366,631

estimate of increase 70,000

436,631

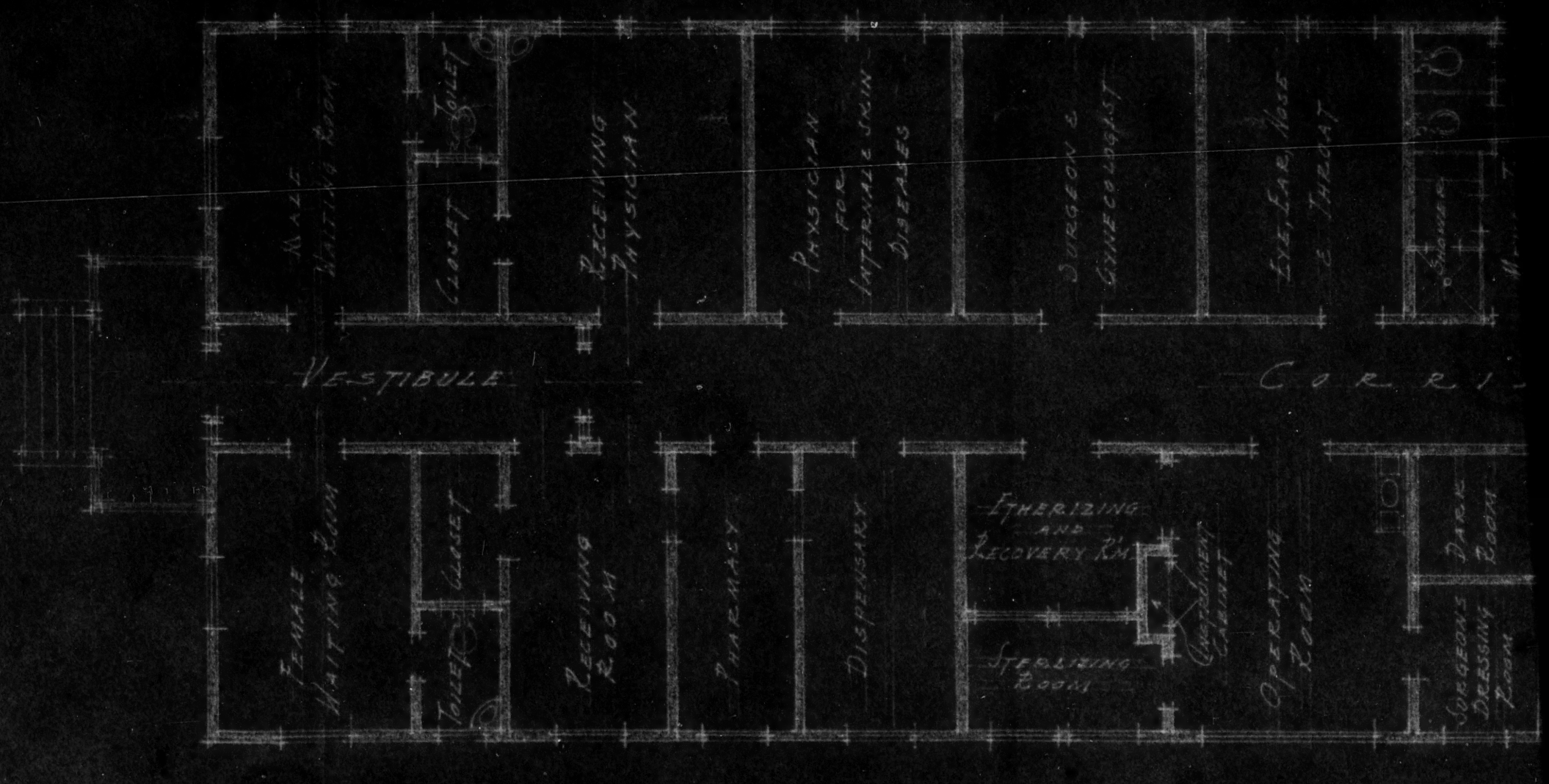
Ratio beds to population 1 - 244.

Sanatoriums

	beds
Dr. J. R. Francis	50
Nat. Sanitorium	15

Ratio beds to population 1 - 235.

All Army and Navy men out.
All Children in Homes and Asylums out.
All old people " " " " " "
Insane 3312 out.



Sket

For the Treatment of Sick

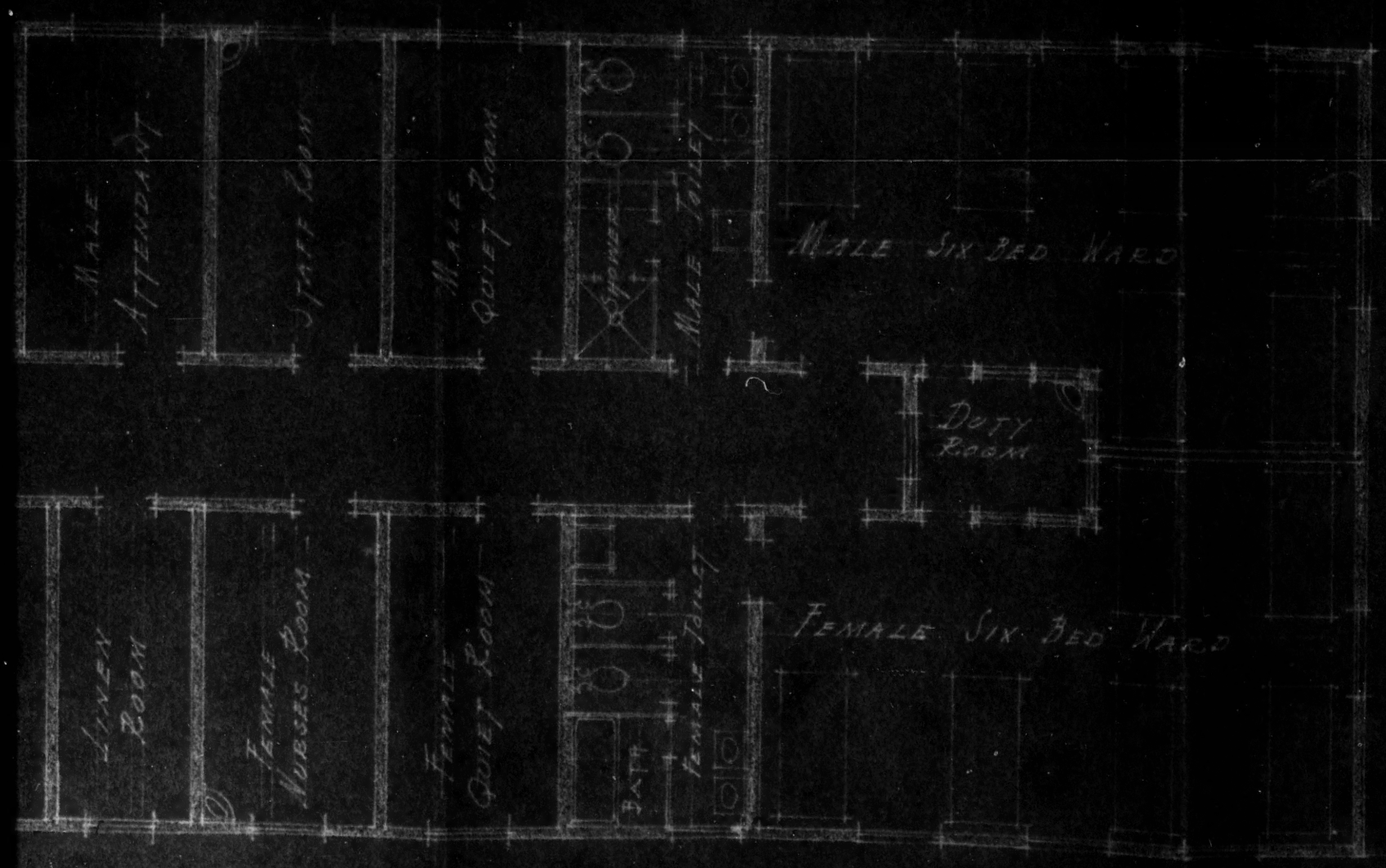
U. S. Government with

Scale 1/8" = 1'-0"

SKETCH OF DISPENSARY
SICK & INJURED CIVIL EMPLOYEES OF THE
WITHIN THE DISTRIC OF COLUMBIA.

N.V.P. & W.&W. 7 22-18

REVISED P.H.



ARY
IVIL EMPLOYEES OF THE
of COLUMBIA.
N.Y.P. & W.G.W. 7-22-18

Revised P.H.S. No 78.

		S. F.	Dipht.	Measles	Smallpox	ap. C. sp. mening.
1st Quarter	1917	155	251	813	0	7
	1918	549	138	3520	10	81
2nd quarter	1917	114	81	2234	3	12
	1918	239	170	3165	20	30
3rd quarter	1917	63	90	251	0	4
	1918 2 mos.	26	32	105	11	2
4th quarter	1917	252	708	509	8	10

100,000.
20,000

Smallpox Hosp. -
32 to 50 beds -

1917 - 12 mos	584	1130	3807	11	33
1918 - 8 mos.	834	340	6790	41	113

J. HORACE McFARLAND, *President*, Harrisburg, Pa.
DR. JOHN NOLEN, *First Vice-President*, Cambridge, Mass.

File Hospitals

KARL V. S. HOWLAND, *Treasurer*, New York City
ELEANOR E. MARSHALL, *Acting Secretary*, Washington, D. C.
ANDREW WRIGHT CRAWFORD, *Field Secretary*, Philadelphia

American Civic Association

GENERAL HEADQUARTERS: WASHINGTON, D. C.

Vice-Presidents: MRS. EDWARD W. BIDDLE, Philadelphia, Pa.; ARNOLD W. BRUNNER, New York City; GEORGE B. DEALEY, Dallas, Texas; J. C. NICHOLS, Kansas City, Mo. J. LOCKIE WILSON, Toronto, Canada; MISS MARGARET WOODROW WILSON, Washington, D. C.; CLINTON ROGERS WOODRUFF, Philadelphia, Pa.

OFFICE OF THE PRESIDENT
HARRISBURG, PA.

PERSONAL

November 23, 1918

Dear Mr. Frankfurter:

Time failed after I received last evening in Washington the good news that Secretary Baker had yielded to your suggestion with respect to the continuance of the emergency hospital at Nineteenth Street and Virginia Avenue, to write you a note of thanks and congratulation.

Knowing as I do, by reason of the investigations and work of the past three weeks, of the utterly desperate need for this facility of mercy, and knowing also how concerned Commissioner Brownlow and Surgeon General Blue have been, I feel sure they also will be most grateful.

It is quite satisfactory to be able to report to you that Senator Underwood, of the Sub-committee on Appropriations, agreed on Tuesday last to use his best endeavors to provide money to extend this emergency hospital whenever it was needed. I passed on to him yesterday Dr. Blue's letter detailing the need.

Yours truly,

J. Horace McFarland

Mr. Felix Frankfurter,
1607 H Street, N. W.,
Washington, D. C.

UNITED STATES DEPARTMENT OF LABOR

COMMISSION ON LIVING CONDITIONS OF WAR WORKERS

1313 H STREET, N.W.

WASHINGTON, D. C.

G813

Nov. 18, 1918

Dear Mr. Frankfurter:

The letter signed by Mr. McAdoo but prepared by Surgeon General Blue and "yours truly," asking for the continuance of the 19th St. & Virginia Avenue emergency hospital, was mailed to Mr. Baker this evening.

Now is the time to introduce any additional help upon this important matter.

Yours truly

J. Horace McFarland

Secy Baker

November 12 1918.

My dear Mr. Secretary:

I am bringing to your attention the attached report of the Commission on Living Conditions of War Workers with the recommendation of that Commission that in view of the emergency condition of the District you consider the feasibility of permitting the present hospital facilities on the building at 19th Street and Virginia Avenue to be continued. The report speaks for itself in setting forth the reasons for this recommendation.

Faithfully yours,

Chairman.

Hon. Newton D. Baker.

MEMORANDUM

To: Committee on Conditions of Living.
From: Miss Rockwood.
In Re: Hospital Situation in Washington.

Conferences on the hospital situation in Washington have been held with the following:

Dr. William C. Fowler, Health Officer, District of Columbia.

Dr. James D'Arcy Magee, Chairman Medical Unit, Home Defense League.

Col. Furbush
Capt. James A. Britton, } Surgeon General of the Army.

Col Hornsby

Dr. William Stimpson, Assistant Surgeon General, U. S. Public Health Service.

Dr. Thomas Turnbull, Medical Section, Council of National Defense.

Egner Gary

1. Council of National Defense.

The Council of National Defense had made a partial study of hospital conditions i n Washington, as a part of its general hospital study, at the time they were asked for information. This study was completed and a report prepared for the information of this committee and any others interested in the hospital situation in Washington. The report is attached.

2. District of Columbia.

The District of Columbia has $500,000 available for a permanent municipal hospital. There are two difficulties which stand in the way of the use of this fund to relieve the present situation; (1) the restriction of building operations and (2) the length of time necessary to build and equip a permanent hospital. While Dr. Fowler feels that additional beds are needed particularly for contageous diseases, he feels that it will be possible to make certain arrangements to tide over the present emergency.

3. Medical Unit, Home Defense League.

The Medical Unit, Home Defense League considers the hospital situation in Washington so serious that emergency provisions must be made at once.

4. War Department.

The War Department has made a request of the Bureau of Industrial Housing for a hospital of 500 beds for War Department employees. Dr. James A. Britton, who is in charge of the War Department Dispensary for civil employees, has just completed a survey of the hospital facilities in Washington. He considers that one bed for every one hundred population would be a reasonable provision for Washington. An addition of 1000 beds with special provision for contageous diseases, he feels is an immediate need.

5. Navy Department.

The Navy Department has arranged for the use of 150 beds at Georgetown University Hospital for civil employees of the Navy Department.

6. Public Health Service.

By the Executive order of July 1st., the Public Health Service was placed in charge of all health services operated by the Federal Government except military health service. Dr. Stimpson, assistant Surgeon General, reports that the Public Health Service has the authority to care for injured government employees but not for sick government employees.

Questions to be considered.

1. How great is the need for additional hospital beds?

2. Should special provision be made by the Federal Government for federal employees or by the District of Columbia for all residents?

The Modern Hospital List of Hospitals

June 19, 1918

Under the designation of "allied institutions", as in the survey of The Modern Hospital, are the following, all of which are known or assumed to be maintaining some form of hospital service for their inmates:

	Institutions	Capacity
Homes for Children	722	107,588
Homes for Aged	692	73,213
Rescue homes (for fallen men & women)	177	12,502
Homes for Deaf and Blind	144	14,855
Total	1,705	208,158

Excluding these allied institutions, we have hospitals and sanatoriums proper to the number of 6,949, with accommodations for 648,975 patients. One thousand three hundred and eight of these are maintained by public funds and 5,641 by private funds.

Classifying the hospitals and sanatoriums according to the character of the cases admitted, the result is as follows;

	No. of Institutions	No. of Beds
General	4,716	263,815
Surgical	156	3,438
Tuberculosis	488	38,584
Mental and Nervous	542	282,937
Children	59	7,081
Maternity	193	8,788
Contagious	164	17,324
Eye,Ear,Nose and Throat	61	2,211
Industrial	193	6,174
Cripples	37	2,367
Alcohol and drug addictions	82	3,030
Convalescents	50	3,992
Chronic invalids	55	3,459
Penal	75	3,566
Other special hospitals	78	2,200
Total	6,949	648,975

The ratio of hospital beds to population varies, of course, in different sections of the couhtry. In Montana, using the 1917 census estimate, and omitting beds in hospitals for the insane and for convalescents it is as high as 1 to 135; in Alabama it is as low as 1 to 739. Other states show up as follows:

New York (including New York City)	1 to 193
Massachusetts	1 to 181
New Jersey	1 to 293
Pennsylvania	1 to 254
Virginia	1 to 402
Indiana	1 to 315
Illinois	1 to 277
Kansas	1 to 362
California	1 to 147

Note: (July 12, 1918
(6,949 Hosps.
(1,705 Homes etc
(97 Extra
(8,751

Notwithstanding the adverse conditions resulting from the war, there has been a marked increase in hospital facilities in practically all of the states within the last three years.

WAR DEPARTMENT

ATTENDING SURGEON'S OFFICE

WASHINGTON

TO: CIVILIAN EMPLOYEES

WA DEPARTMENT

The War Department aim is be the most efficient department in Washington. To make it so your cooperation is necessary.

Read this carefully.

Efficiency in the army demands that the commander knows the effective strength of every organization under him. In other words he must know every day and every hour in a day how many men he has "on the job" and able to do active duty.

In Washington just as in the field the head of every Department must know every day, if he is to do his job systematically and well, how many he has to help him in every branch and in every subdivision from the lowest messenger to the most important member of his staff.

It is of the utmost importance now as never before that there be the highest efficiency in every department in Washington. Every man and every woman, every boy and every girl who comes for service in the great departments here can by following a few simple rules add greatly to the effectiveness of the work of his division.

The greatest handicap to every job is absence from work.

1. If you know you are going to be absent be sure and tell your head of department so he can arrange for some one to take your place.

2. If you are unexpectedly and unavoidably absent be sure and explain by telephone or messenger the first thing the same morning.

3. If you are absent on account of illness telephone or have some one telephone the head of your department at once.

4. If your illness is a simple indisposition and you are quite sure you will be absent only one day or two at the most be sure and say so, so the work can be planned accordingly.

5. If you need a doctor or a nurse say so. It is much better to have called a doctor or a nurse when you could have gotten along without one than to run the risk of a possible severe illness which could have been prevented if taken in time. Remember prevention is always easier than cure.

The WAR EMERGENCY DISPENSARY was conceived and organized for the purpose of keeping, as far as possible, a healthy working force in the War Department. You have offered your services to the War Department to help in the present need. Let the WAR EMERGENCY DISPENSARY with its staff of men and women doctors and trained nurses help you do a good job--help keep you physically up to your highest efficiency.

There is no desire or intention of the WAR DEPARTMENT for the DISPENSARY to assume the entire medical and surgical responsibility of all its 20,000 civilian employees and no desire to intefere where an employee has his own private physician or where an employee has some personal reason for not wishing the service. The Department recognizes that a large percentage of all its employees have come from outside of Washington, that many of them have no one to whom they can go if they are ill and also that the demands on the resident doctors and nurses of Washington, whose numbers have been greatly depleted by the present emergency, are much greater than can be met, therefore it stands ready to do all it can to meet the emergency without expense to the employees. If the Dispensary can be instrumental in helping you to be always in the place you have chosen to serve it will justify its existence.

The principal division of the DISPENSARY is on the 1st. floor, wing 6, section C 6th & B St. Telephone Main 7070-Branch 20. Come to this branch for consultations, examination, or vaccination against ty

diphtheria or typhoid. Here also is the headquarters for the visiting nurse who will be sent to your home to give you emergency care if you wish it.

In addition to the principal division there is in each every building an "emergency room" in charge of a trained nurse. The head of your department will always know where the nurse on is located. If you feel ill and want to consult the nurse or want to lie down a while you will be welcome. If you need a doctor the nurse will direct you or send for one for you.

Remember the effectiveness of this economic War Department machine depends on the proper functioning of each individual part. Keep your particular part in good condition. If the War Emergency Dispensary can help don't hesitate to ask.

DEPARTMENT OF LABOR
Office of the Chief Clerk
Washington

February 8, 1919.

Chairman of the War Labor Policies Board:

The following communication from the United States Employees' Compensation Commission is forwarded for the information of the employees of your bureau or service:

The Honorable,
The Secretary of Labor,
Washington, D. C.

Sir:

You are advised, and requested to notify your employees, that the following medical and hospital facilities are available for the medical and hospital care of injured civil employees, pursuant to the provisions of Section 9 of the United States Employees' Compensation Act.

UNITED STATES HOSPITALS and DISPENSARIES

DISPENSARY OF THE U. S. PUBLIC HEALTH SERVICE, 3 B Street, S. E. Hospital cases under treatment by this dispensary are sent to Providence Hospital, 2d and D Streets, S. E.

FREEDMEN'S HOSPITAL, 6th and Bryant Streets, N. W.

WAR EMERGENCY DISPENSARY, 6th and B Streets, N. W., Section "C". (Available for employees of the War Department only.)

DESIGNATED HOSPITALS and PHYSICIANS

CENTRAL DISPENSARY AND EMERGENCY HOSPITAL, 1711 New York Avenue, N.W. Cases sent to Emergency Hospital will be cared for by Dr. Charles S. White, 911 16th Street, N. W., who should be notified when cases are sent.

EASTERN DISPENSARY AND CASUALTY HOSPITAL, 708 Massachusetts Avenue, N. E. Cases sent to Casualty Hospital will be cared for by Dr. W. P. Reeves, 100 East Capitol Street, or Dr. James A. Gannon, 1915 Biltmore Street, N.W., one of whom should be notified when an injury case is sent to the hospital.

As provided by Section 9 of the Compensation Act, injured employees should be sent to a United States medical officer or a United States hospital for treatment. The designated facilities are for the treatment of cases which it is impracticable to send to a United States medical officer or a United States hospital.

Very truly yours,
MRS. FRANCES C. AXTELL,
Chairman.

JWT-S

S J Gompers
Chief Clerk.

G c

6-24

November 12, 1918.

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Faithfully yours,

Hon. William B. Wilson.

COMMITTEE ON CONDITIONS OF LIVING
(HOWLAND, CHARLES P.)

MEMO July 23, 1918

To Mr. Frankfurter
From Miss Rockwood.
In Re: Recommendation for organization of War Industry Communities.

A. Scope of work to be done.

1. There are two types of work to be done in community organization.
   1. General civic problems, such as sanitation, water supply, sewerage, street cleaning, police, fire protection, schools, transportation, hospitals, etc.
   2. Organization of the employees themselves for purposes of recreation and any activities where they desire to act together.

2. The two are closely related to each other because the greatest common interest of the residents or employees will be the civic questions which are of first importance to their comfort in living.

3. Mr. Allan Robinson of the Bureau of Industrial Housing will have charge of the operation of the Government towns built by this Bureau. He will need a man trained in city management to advise him on city administration. The Ordnance Department and the Shipping Board will have the same problems to face.

B. Proposed Organization

The following recommendations are made:

1. Provision should be made for federal supervision of living conditions in war industry communities covering
   (1) General civic problems and
   (2) Organization and recreation of war workers.

2. Federal policy should be to stimulate local authorities to action on civic questions and to encourage the employees initiative.

3. Administration of community organization for all war productio departments should be centered in the Bureau of Industrial Housing under Mr. Allan Robinson,

4. Mr. Robinson should have to assist him a man trained in city management.

5. Under Mr. Robinson and his assistant the War Camp Community Service organization should be used on recreation and employees organization.

6. Mr. Robinson should determine to what extent the work of other agencies , such as the Y. M. C. A., the American Library Association and others of similar character now working in war industrial communities should be extended.

7. A small advisory Commission on Industrial Living Conditions should be appointed to consist of four or five members as follows:

Mr. Fosdick, Chairman
A Labor Representative
Industrial Management Representative
Representative of Women in Industry
War Department Representative.

C. <u>Reasons for Proposed Organization</u>

1. Centralization of all federal industrial community work under one executive.

2. A commission such as suggested will
   a. Insure cooperation with community work under War and Navy Commissions on Training Camp activities.
   b. Will give the Bureau of Industrial Housing the backing of labor, industrial management and war production departments. Where a "khaki uniform" will bring quick action from town councils the war department can assign officers to assist the commission.

3. Mr. Leland of the Bureau of Industrial Housing feels that the War Camp Community Service at times does not use the proper approach for workmen.

4. F. C. Butler in charge of Community Organization branch of Industrial Service division of Ordnance Department uses the War Camp Community Service for Recreation but feels it is not equipped to handle general civic problems

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to determine policy

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A Labor Representative
Industrial Management Representative
Representative of Women in Industry
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The proposed organization would give the War Camp Community Service its share of work, and at the same time provide for other municipal problems.

In connection with the centralization of work of all departments under one bureau, Dr. Marshall stated that he rather thought that Mr. A Merritt Taylor was interested only in housing and that he would be glad of assistance in the operation of the communities buildings by the Shipping Board.

MEMORANDUM July 26, 1919

To: Committee on Conditions of Living
From: Miss Rockwood
In Re: For Discussion -- Outline of Organization [illegible]
Living Conditions of War Workers.

WAR INDUSTRY [illegible]

THE SCOPE OF [illegible] N.

1. Inside the plant:

   Employers responsibility [illegible] employment, management, safety first, health [illegible] registry, [illegible], education, pensions, etc.

2. Outside the plant:

   General community [illegible] housing, transportation, market facilities, etc.

3. Organization of employees [illegible] national [illegible].

PROPOSAL OF ORGANIZATION.

There has been two [illegible] of the commission which was first proposed [illegible] national features of community organizations.

1. That the powers of the commission be extended to cover the general community responsibility to war workers, outlined under 2 above.

2. [illegible] Industrial Housing [illegible] under supervisory commission to direct all three of the activities mentioned above. He suggests also that eventually the operation of the Government houses be placed under this new bureau.

ADMINISTRATIVE ORGANIZATION OF COMMISSION SUPERVISING THE GENERAL COMMUNITY RESPONSIBILITY TO WAR WORKERS OF RECOMMENDATIONS OF THE WORKERS

1. Commission to determine policies consisting of
   Mr. Fosdick, Chairman, or [illegible] person similarly equipped
   A Representative of the War Production Departments
   A Representative of Labor
   A Representative of Industrial Management.

2. Executive, Mr. Allan Robinson or some similar official under the Bureau of Industrial Housing, to be in charge of operation of government housing projects assisted by a man trained in city management.

3. Special divisions for

   A. Stimulating local authorities to make necessary provision for war workers.

   B. Organizing workers for recreation and social purposes

      The War Camp Community Service could be used under this division. The Commission would determine to what extent other agencies such as the Y. M. C. A., the American Library Association, etc., now doing work in industrial communities, should be utilized.

SOURCES OF FUNDS IN ORDER OF PREFERENCE.

1. From existing appropriations

   a. From the Bureau of Industrial housing in places where they are building houses.

   b. From Production Departments interested in war contracts in towns where no government building is being done.

2. From the President's fund

3. From Congress.

4. From privately raised funds

The raising and expenditure of funds to be subject to the control of the Commission.

July 15, 1918.

MEMORANDUM FROM: Mr. J. D. Leland, [illegible], Vice President, United States Housing Corporation.

TO: Hon. Felix Frankfurter, Chairman, Labor Policies Board, Department of Labor.

The Government [illegible] country, (shipyards, nitrate plants, ordnance manufacturing, railroads, etc.) that it can no longer leave itself without an organization [illegible] to its employees such service along the lines [illegible] work, as good management and good business requires. [illegible] days of labor shortage, private employers, [illegible] from the War Labor Policies Board [illegible] interchange of [illegible] upon [illegible] has so often to [illegible] "welfare work" [illegible].

[illegible] agencies, the Government [illegible] are [illegible] short of maximum production [illegible] exceeds the cost of the further employee's [illegible] delays to the war program.

[illegible] employers and to their ordinary [illegible] science, labor turnover [illegible].

I believe that we [illegible] Government will organize for service [illegible] submit the following [illegible].

1. [illegible] Commission [illegible] employers' [illegible] the War Labor Policies Board [illegible] portant line to [illegible] problems by [illegible] employers [illegible] to employers [illegible] limits of [illegible].

2. That the Commission formulate plans [illegible] of a Bureau of Employers' Service headed by a [illegible] by the Secretary of Labor.

3. That this Bureau, when created, shall have the following duties:

(a) To collect, study, report and publish information as to the success and acceptability of the various forms of such employers' service to employees hitherto developed in governmental and private management.

( ) To formulate War Labor Policies within the field and secure their adoption by Government Departments and contractors by way of the Committee and the War Labor Policies Board.

(c) To survey and, if desirable, take over, consolidate and administer the welfare activities of all departments within the District of Columbia including the anti-rent profiteering prosecutions of the Housing and Health Division of the War Department, the rest rooms and health conservation work, lunch room facilities, staggering of hours to relieve transit congestion, safety from fire, and other features of working conditions which affect morale, production and labor turnover (not including wages and work- standards, nor recreation, which would be in the hands of the proposed special commission.

4. That the field of this Committee shall include the following:

(a) Sources of labor supply - labor market. (This refers to employees for the Departments, Divisions, Branches etc.)

(b) Method of selection of employees.

(c) Method of starting employees at work.

(d) Control, promotion, discharge, transfer, and educational work.

(e) Work analysis: the different kinds of work and their effect on workers.

(f) Physical working conditions in general - sanitation, health andsafety.

(g) Relation to employees' associations, i.e Athletics, benefits, pensions, etc.

In general, it is to be hoped that such service to the Government and to war employers would develop into a great industrial service department developing a science of business relations with employees, with all the advantage of working on the largest scale and with the best opportunity ever presented to any employer in the world.

(signed) Jas . D. Leland 3rd.
Vice President

W B S

RAYMOND B. FOSDICK
CHAIRMAN
LEE F. HANMER
THOMAS J. HOWELLS
JOSEPH LEE
MALCOLM L. McBRIDE
JOHN R. MOTT
CHARLES P. NEILL
BRIG. GEN. P. E. PIERCE, U. S. A.
JOSEPH E. RAYCROFT

W. PRENTICE SANGER
EXECUTIVE SECRETARY

WAR DEPARTMENT
COMMISSION ON TRAINING CAMP ACTIVITIES
WASHINGTON

COPY

July 15, 1918.

Mr. Felix Frankfurter,
Chairman War Labor Policies Board,
Washington, D. C.

Dear Sir:

In reply to your inquiry, through Mr. C. F. Stimson representing our Commission, as to the way the War Camp Community Service (conducted by the Playground and Recreation Association of America for the War and Navy Departments Commissions on Training Camp Activities) functions in relation to the War and Navy Departments Commissions of which Mr. Raymond B. Fosdick is Chairman, I will cite the following extracts from the minutes of the acts of the Commission which probably will give you the information desired. (See attached sheet giving extracts from the records).

Pursuant to the action of the Commission making Mr. Joseph Lee (a member of both the War and Navy Commissions on Training Camp Activities) as the President of the Playground and Recreation Association of America, personally responsible for the social and recreational service in all communities related to training camps and all military and naval training stations, we have relied upon him through that Association for the direction and organization

of the Community Service, and for the raising of the funds and the disbursement of the funds necessary to the work committed to them, under the general direction and authority of the Commission. While we have not as a Commission assumed the responsibility of directing this work, we have been continuously and completely in touch with its operations in some 275 cities and towns, and if at any time the work were inefficient we should not hesitate to immediately assume direct control of its administration.

On this point it might be proper to quote Mr. Fosdick's personal and official approval of the service of the Association in a statement published to assist in the securing of funds needed for the War Camp Community Service,- addressed to Mr. Joseph Lee - (The statement was in several paragraphs from which we quote only a single sentence. The fuller statements are attached in full).

" Indeed I have no hesitation in asserting that the work which your organization has done for our Commission, in stimulating the recreational activities of the communities near the military camps, is the most effective single piece of work with which we have been related."

Sincerely yours,

Malcolm L. McBride

Acting Chairman

ND B. FOSDICK
CHAIRMAN
LEE F. HANMER
THOMAS J. HOWELLS
JOSEPH LEE
MALCOLM L. McBRIDE
JOHN R. MOTT
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JOSEPH E. RAYCROFT

W. PRENTICE SANGER
EXECUTIVE SECRETARY

WAR DEPARTMENT
COMMISSION ON TRAINING CAMP ACTIVITIES
WASHINGTON

The following are extracts from the Minutes of Meetings of the War Department Commission on Training Camp Activities:

"April 26, 1917. Mr. Lee was requested to take charge of the organization of the recreational and social activities outside of the camps, using if possible the field secretaries and other experienced workers of the Playground and Recreation Association of America."

"May 5, 1917. Resolved, that the Commission request the Playground and Recreation Association of America to assume responsibility for the work of stimulating and aiding communities in the neighborhood of training camps to develop and organize their social and recreational resources in such a way as to be of the greatest possible value to the officers and soldiers in the camps."

"Resolution adopted on January 18, 1918 to be added to Resolution of May 5, 1917.

Resolved, that in addition the Playground and Recreation Association is assigned the duty of supplementing these resources, where, after consultation with local agencies it seems to be necessary or desirable."

Malcolm L. McBride.

Acting Chairman.

COPY

Office of the Chief of Ordnance
Production Division
Washington

September 25, 1918.

Mr. Felix Frankfurter, Chairman,
War Labor Policies Board,
Department of Labor,
Washington, D. C.

Dear Mr. Frankfurter:

1. I am sorry I did not have an opportunity of speaking to you a few moments when you attended our Industrial Service conference, in regard to the proposed commission on living conditions. This is a work which very closely parallels the work which I have been doing in Ordnance for six or eight months and I am consequently especially interested in the undertaking, particularly in the personnel of your commission, which I believe should be composed of men such as Robert Bruere or Henry Bruere, his brother, or Richard S. Childs or others who have made a study and had experience in the complex community problems of American cities.

2. If I might do so, I would like also to suggest the name of a man for Executive Director, and I am taking the liberty of calling to your attention Mr. Harold Braddock of Montclair, New Jersey. Mr. Braddock is a man thirty-three years of age, a graduate of Harvard and former member of the staff of the New American City Bureau. In the last position Mr. Braddock had charge of the work of organization of twenty-five communities to work out for themselves the very problems which will come before your proposed commission. When the war started Mr. Braddock came to Washington immediately and offered his services to the Government. He was Associate Director of the first Red Cross War Fund Campaign, was Director of the Library War Council Campaign, and Director of the Military Entertainment Council which conducted the Smilaage work for the War and Navy Departments. He is a man of striking personality, great force and has an exceptional ability in organizing. His present address is the Commission on Training Camp Activities.

Copy

Very respectfully yours,

(signed) F. C. Butler

In charge, Community Organization Branch
Industrial Service Section.

B-23 Chester Pa.

October 16, 1918.

Mr. Otto Eidlitz, Director,
United States Housing Corporation,
Washington, D. C.

My dear Mr. Eidlitz:

Subject: Chester, Pa.

This acknowledges with thanks your communication of October 11th with enclosures. The matter referred to will be brought to the attention of the Commission on Living Conditions as soon as it is organized.

Very truly yours,

Secretary Pro Temp.
Commission on Living Conditions
of War Workers.

B-28

Royer

MUEL G. DIXON, M.D.
COMMISSIONER

B. FRANKLIN ROYER, M. D.
ACTING COMMISSIONER

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF HEALTH
HARRISBURG

August 16, 1918.

Miss Edith Rockwood,

Secretary, Committee on Conditions of Living,

Department of Labor,

Washington, D. C.

Dear Miss Rockwood:

I beg to acknowledge your letter of August thirteenth and take pleasure in enclosing a copy of the Chester Survey.

Very truly yours,

Acting Commissioner.

X4
Enc.

B-23 Chester Pa.

WAR LABOR POLICIES BOARD

August 17, 1918.

State Board of Health,
Harrisburg, Pennsylvania.

Gentlemen:

Will you send us a copy of your report on the conditions in Chester, Pennsylvania resulting from the increase in population due to the new war industries? Our Committee on Conditions of Living is anxious to have all possible information on the conditions under which industrial war workers are living. We will appreciate your sendi g us this report.

Sincerely yours,

Secretary Committee on Conditions of Living

E R : E S

Chas. P. Howland. June 11

June 6.

This Chase 7/10 H.

UNITED STATES DEPARTMENT OF LABOR

COMMISSION ON LIVING CONDITIONS OF WAR WORKERS

1313 H STREET, N. W.

WASHINGTON, D. C.

November 29, 1918.

My dear Mr. Gaus:

Mr. Howland's address is U. S. Housing Corporation, 613 G Street. However, I was called the other day by the telephone company about this call and it may be that you will find that this charge has already been transferred to the Department of Labor.

Very truly yours,

Edith Rockwood.

Executive Secretary.

Mr. John M. Gaus,
Assistant Executive Secretary,
War Labor Policies Board,
1607 H Street,
Washington, D. C.

Did not send your letter on because of the telephone call.

ER.

ER-o

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WAR LABOR POLICIES BOARD
WASHINGTON

November 26, 1918.

My dear Mr. Howland:

Miss Rockwood has brought to my attention the fact that a charge of $1.25 has been made against your account by the New York Telephone Company for a telephone call from the Department of Labor on October 8.

I will be grateful to you if you will send me this bill or notify the New York Telephone Company to do the same as it is properly chargeable to our account.

Cordially yours,

John M. Gaus

Assistant Executive Secretary

EEB/2

Mr. Charles P. Howland,
Commission on Living Conditions of War Workers,
1313 "H" Street,
Washington, D. C.

Howland

November 26, 1918.

My dear Mr. Howland:

Miss Rockwood has brought to my attention the fact that a charge of $1.25 has been made against your account by the New York Telephone Company for a telephone call from the Department of Labor on October 8.

I will be grateful to you if you will send me this bill or notify the New York Telephone Company to do the same as it is properly chargeable to our account.

Cordially yours,

EEB/2

Executive Secretary

Mr. Charles P. Howland,
Commission on Living Conditions of War Workers,
1313 "H" Street,
Washington, D. C.

UNITED STATES DEPARTMENT OF LABOR

COMMISSION ON LIVING CONDITIONS OF WAR WORKERS

1313 H STREET, N.W.

WASHINGTON, D. C.

November 22, 1918.

My dear Mr. Gaus:

I telephoned to Mr. Howland in New York once or twice on business for the Committee on Living Conditions, of the War Labor Policies Board early in August. So far as I know there was never any call from my office for Mr. Howland which should have been charged to him. The $1.25 call to which he refers in his letter was undoubtedly one of my calls to him. I will greatly appreciate it if you can straighten out the Department of Labor record.

Sincerely yours,

Edith Rockwood

ER:EBS

GE WELWOOD MURRAY
PARMALEE PRENTICE
CHARLES P HOWLAND
WILLIAM ROBERTS

MURRAY, PRENTICE & HOWLAND
COUNSELLORS AT LAW
37 WALL STREET
NEW YORK

November 19, 1918.

Dear Miss Rochwood:

The New York Telephone Company has been asked by the Department of Labor to charge my personal account $1.25 for your telephone call to me from Washington on August 8th.

After a personal war-budget, $1.25 is not much of an item; at the same time I do not know why it should have been suggested- as it appears to have been- that I should pay for what, as I recall, was an official inquiry on the part of the Committee on Conditions of Living. Perhaps you will be kind enough to inquire why the Department of Labor asks me to pay for the call.

I shall be at my Washington office, 613 G Street, for the next ten days continuously, and expect to be in Washington a good deal of the time for at least two months.

Sincerely yours,

Charles P. Howland

Miss Edith Rockwood,
1607 H Street,
Washington, D.C.

B-23

Howland

Dolie
L.R.

MURRAY, PRENTICE & HOWLAND
37 WALL STREET
NEW YORK

COPY OF

NIGHT LETTER GOVERNMENT WORK

MISS EDITH ROCKWOOD ADVISORY COMMITTEE ON CONDITIONS OF LIVING

DEPARTMENT OF LABOR, WASHINGTON, D.C.

Assistant in my Washington work is coming NewYork Saturday so am not coming down. Quite agreeable Committee meet without me as often as necessary until I return. HAVE nothing add to views expressed our conference yesterday, namely: Manager Housing Bureau voluntarily to take charge of relations between workers and municipalities in old communities. Stop. Recreation service both classes communities to be conducted by Committee already recommended by us and its plans and activities to have approval and cooperation of Manager and perhaps therefore nominally considered as under him, but if he should fail to approve our Committee to decide policies. Stop. Think Leland's plan for Commission on Employers Service to Employees should be worked out separately and on its own lines.

Charles P. Howland.

(Charge as Government work)

Murray, Prentice & Howland.

Clerk

13-23

Form 1201

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

264CO VT 9

CO NEWYORK NY 518P AUG 8 1918

MISS EDITH ROCKWOOD 6986

DEPARTMENT OF LABOR OFFICE OF SECRETARY WASHINGTON

WILL BE IN WASHINGTON TUESDAY AND COMMUNICATE WITH YOU

CHARLES P HOWLAND

537P

USINESS

D.
Night
Night L
Ord. o

TELEGRAM

GOVERNMENT RATES

U. S. DEPARTMENT OF LABOR
U. S. EMPLOYMENT SERVICE
WASHINGTON

August 7, 1918

Send to Mr. Charles P. Howland,
37 Wall Street,
New York City, N. Y.

Committee urges your being here Tuesday as recommendation must be ready by Tuesday night to be acted on by Board Friday.

Edith Bockwood

Attest . . . . . .

Appropriation: "War Labor Administration, Conciliation 1919"

11—1327

Note enclosed
Mr Dale
V.R.

THE LEAGUE FOR POLITICAL EDUCATION

August 5, 1912.

My dear Mr. Howland:

I am enclosing [illegible] address on the meeting of August 7, 1912 of the Committee on Housing Conditions.

Another [illegible] has been arranged for by Mr. Frank Robinson. I will write to you about it later, the date is [illegible].

Sincerely yours,

Sanitary Committee on Conditions of Living

Mr. Charles F. Howland
37 Wall Street
New York City, N. Y.

F F : S S S

GEORGE WELWOOD MURRAY
E. PARMALEE PRENTICE
CHARLES P. HOWLAND
WILLIAM ROBERTS

MURRAY, PRENTICE & HOWLAND
COUNSELLORS AT LAW
37 WALL STREET
NEW YORK

August 5, 1918.

My dear Miss Rockwood:

Thank you for your letter of August 2nd.

I will try to familiarize myself with the material you have sent me and if anything occurs to me I will write you.

It is my present expectation to be in Washington for several days in each week beginning not later than the week of August 19th and possibly a few days earlier.

Sincerely yours,

Charles P. Howland.

Miss Edith Rockwood
Department of Labor
Office of Secretary
Washington, D. C.

WAR LABOR POLICIES BOARD

August 2, 1918.

My dear Mr. Howland:

I enclose a copy of the minutes for the meeting on August 1, 1918 of the Committee on Conditions of Living of the War Labor Policies Board. The committee will hold a meeting tomorrow as you suggested and I will submit your wire expressing your opinion on the questions at issue.

If you find later that you will be in Washington at any time, will you please let me know as the committee probably would want to meet while you are here.

Mr. Grant Hamilton, Director of the Labor Departments new bureau on Dilution and Training, has been appointed a member of the committee.

Sincerely yours,

Secty Committee on Conditions of Living.

Mr. Charles P. Howland
37 Wall Street
New York City, N. Y.

E R : E B S

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT — GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	S
Day Message	
Day Letter	B
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14th AND F STS., WASHINGTON, D. C.

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1918 AUG 1 PM 8 02

CO NEWYORK NY 1

MISS EDITH ROCKWOOD

8444

ADVISORY COMMITTEE ON CONDITIONS OF LIVING DEPARTMENT

OF LABOR WASHINGTON DC

ASSISTANT IN MY WASHINGTON WORK IS COMING NEWYORK SATURDAY SO AM NOT COMING DOWN QUITE AGREEABLE COMMITTEE MEET WITHOUT ME AS OFTEN AS NECESSARY UNTIL I RETURN HAVE NOTHING ADD TO VIEWS EXPRESSED OUR CONFERENCE YESTERDAY NAMELY MANAGER HOUSING BUREAU VOLUNTARILY TO TAKE CHARGE OF RELATIONS BETWEEN WORKERS AND MUNICIPALITIES IN OLD COMMUNITIES STOP RECREATION SERVICE BOTH CLASSES COMMUNITIES.

SYMBOL
Blue
Nite
N L

These three symbols after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT — GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14th AND F STS., WASHINGTON, D. C.

62

1918 AUG 1 PM 8 02

C340NY SHEET 2

TO BE CONDUCTED BY COMMITTEE ALREADY RECOMMENDED BY US AND ITS PLANS AND ACTIVITIES TO HAVE APPROVAL AND COOPERATION OF MANAGER AND PERHAPS THEREFORE NOMINALLY CONSIDERED AS UNDER HIM BUT IF HE SHOULD FAIL TO APPROVE OUR COMMITTEE TO FECIDE POLICIES STOP HINK LELANDS PLAN FOR COMMISSION ON EMPLOYERS SERVICE TO EMPLOYEES SHOULD BE WRKSD OUT SEPARATELY AND ON ITS OWN LINES

CHARLES P HOWLAND.

$\sqrt{9} = 9$

Gen. No. 1

TELEGRAM

GOVERNMENT RATES

DEPARTMENT OF LABOR

(BUREAU OR OFFICE)
LABOR POLICIES BOARD

Washington,
August 1, 1918

To Charles P. Howland
37 Wall Street, New York City

Committee anxious to formulate recommendation. Will meet Saturday or Sunday whenever you can come.

Edith Rockwood

Attest . . . . . .

EBS

CHARGE DEPARTMENT OF LABOR, APPROPRIATION FOR War Labor Administration, Conciliation 1919

14—171

WAR LABOR POLICIES BOARD
1607 H Street N.W.

July 26, 1918

Mr. Charles P. Howland
37 Wall Street
New York City

My dear Mr. Howland:

The Committee on Living Conditions met this afternoon to consider the questions concerning which I wrote you last night. They felt it inadvisable to take definite action until further consideration had been given the proposed plans as neither you nor Mr. Childs will be in town before August 1st it will not be possible to hold a meeting until then. If I should call a meeting for Thursday morning at 11 o'clock would that meet with your convenience? I will send you tomorrow copies of the memoranda considered at the meeting today.

Sincerely yours,

Sec'y Committee on Living Conditions

E R : E B S

O'Shaunnessy, Hon. Geo. F.

Hotel Powhatan
Washington, D.C.

May 28, 1918.

B-23

Otterson
Winchester
Repeating Arms.

DEPARTMENT OF LABOR

TELEGRAM

WU 26 Q 27Pd

New Haven, Connecticut. Nov. 2,1918

Felix Frankfurter,

Department Labor, Washingto DC

Your telegram nov. first will be in Washington Monday .Please take lunch with me. Army Navy club one oclock Will stop Washington Hotel, room seven hundred ten.

J.E. Otterson

llam

Franklin
5900

2:30 pm

B-23 Otterson

AGE LABOR POLICIES BOARD

August 16, 1918.

My dear Mr. Otterson:

Mr. Frankfurter [illegible] your letter [illegible] 8th seeking for definite information [illegible] which he claimed to have you. [illegible] for our benefit.

The year draft was here, Mr. Frankfurter [illegible] of our very clear and well-[illegible] on the problem of employment [illegible] of the employees and the employers. I [illegible] he wishes to pass on.

In your letter [illegible] you would [illegible] If you [illegible] to be here [illegible] this will [illegible] which Mr. Frankfurter [illegible].

Cordially yours,

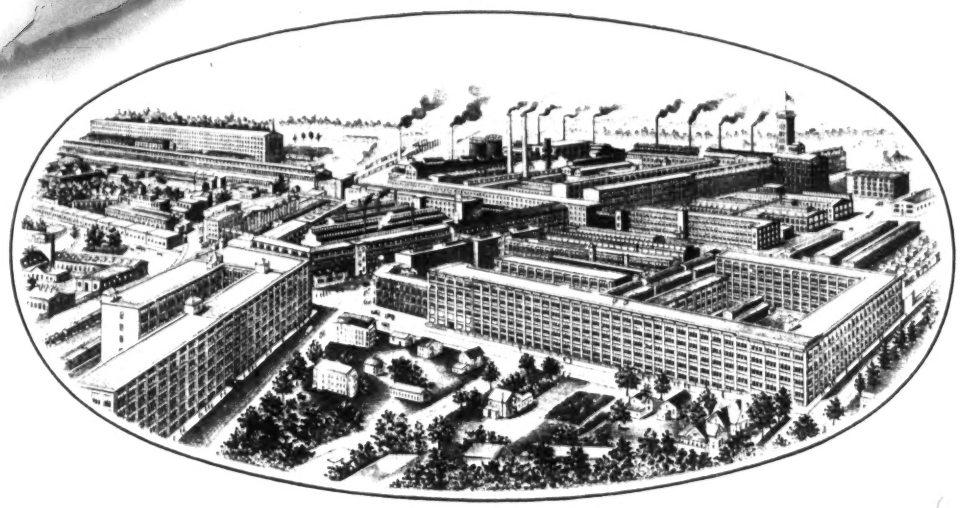
[illegible]

Mr. J. F. Otterson,
First Vice President & [illegible]
Winchester Repeating Arms Co.
New Haven, Conn.

F R : E S

TRADE MARKS REG. U.S. PAT. OFF. AND THROUGHOUT THE WORLD.

WINCHESTER



WINCHESTER BENNETT, PRESIDENT & TREASURER
J. E. OTTERSON, FIRST VICE PRES. & GENERAL MANAGER
HENRY BREWER, VICE PRESIDENT
F. G. DREW, VICE PRESIDENT
A. W. EARLE, SECRETARY & ASST. TREAS.

WINCHESTER REPEATING ARMS CO.

MANUFACTURERS OF

RIFLES, SHOTGUNS AND SMALL ARMS AMMUNITION

NEW HAVEN, CONN. U. S. A. August 12, 1918.

Miss Edith Rockwood, Secretary,
Committee on Conditions of Living,
War Labor Policies Board, Washington, D. C.

Dear Madam:

Receipt is acknowledged of your letter of August 7th. I am not especially qualified to discuss the conditions of living as related to industry, but will endeavor to call upon you when next in Washington.

Yours respectfully,

Winchester Repeating Arms Co.

Vice Pres. & Gen. Mgr.

O:A

OF LABOR
HE SECRETARY
ASHINGTON
or Policies Board

___ Mr. Frankfurter

___ Mr. Bell

___ Mr. Lowenthal

___ Mr. Adie

___ Mr. Perkins

___ Mr. Alpine

___ Mr. Chenery

___ Mr. Arnold

___ Mrs. Goodyear

✓ Mrs. Roosevelt

Have you had this? Came to my office with a telephone call
9/12 Gerard

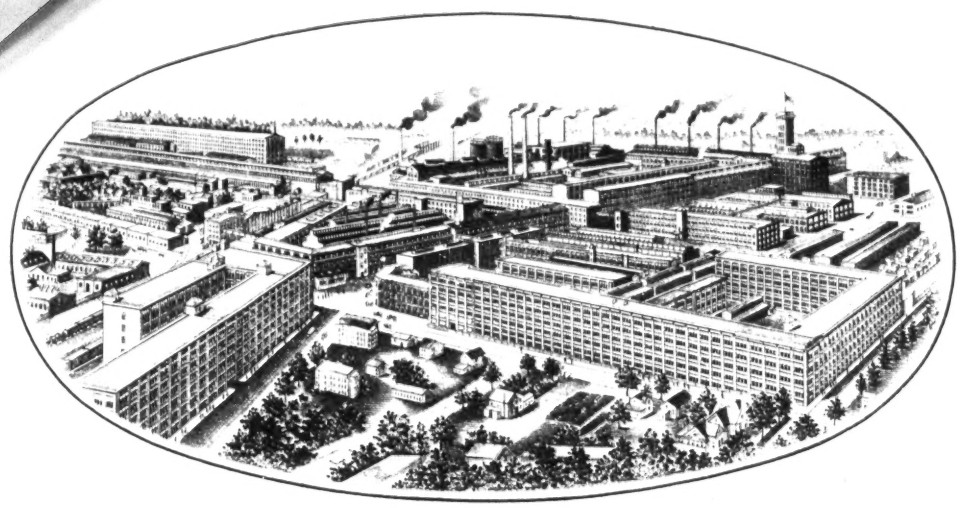
CHIEF CLERK
AUG 12 '18
DEPARTMENT OF LABOR

77

Rockwood

TRADE MARKS REG. U.S. PAT. OFF. AND THROUGHOUT THE WORLD.

WINCHESTER



WINCHESTER BENNETT, PRESIDENT & TREASURER
J. E. OTTERSON, FIRST VICE PRES. & GENERAL MANAGER
HENRY BREWER, VICE PRESIDENT
F. G. DREW, VICE PRESIDENT
A. W. EARLE, SECRETARY & ASST. TREAS.

OFFICE OF ASSISTANT SECRETARY
RECEIVED
AUG 12 1918
DEPARTMENT OF LABOR

WINCHESTER REPEATING ARMS CO.

MANUFACTURERS OF

RIFLES, SHOTGUNS AND SMALL ARMS AMMUNITION

NEW HAVEN, CONN. U. S. A. August 8, 1918.

Dr. Felix Frankfurter,
War Labor Policies Board,
Washington, D. C.

My dear Sir:

I regret that I did not find time or opportunity to accept your invitation to dictate some matter to your secretary in regard to labor questions. If you will inform me a little more definitely as to the matter under consideration, I shall be pleased to furnish you my comment.

Yours respectfully,

Winchester Repeating Arms Co.

J. E. Otterson

Vice Pres. & Gen. Mgr.

O:A

WAR LABOR POLICIES BOARD

August 7, 1918.

My dear Mr. Otterson:

Mr. Frankfurter told me of the very interesting talk he had with you on Monday on the question of handling men in industries. If you are to be in Washington within the next week and can spare the time I should appreciate a chance to talk with you. If this is impossible will you not put your views, gleaned from your experience, in writing so that our Committee on Conditions of Living and I myself may have the benefit of them? As Mr. Frankfurter probably told you our Committee is considering what federal supervision should be exercised over the living conditions of war workers. All that we can learn from the actual experience of employers and others is most helpful.

Sincerely yours,

Secretary Committee on Conditions of Living.

Mr. J. E. Otterson,
Vice-president Winchester Repeating Arms Company
New Haven, Conn.

E R : E S

13-23

Father O'Heary

October 10, 1918.

My dear Mr. Leland:

I have received your memorandum suggesting a conference of the Commission on Living Conditions of War Workers with Father O'Heary, head of the Catholic War Council. It will be referred to the Commission as soon as it is organized.

Sincerely yours,

Chairman pro tem

Commission on Living Conditions of War Workers

Mr. Joseph D. Leland
3rd. Vice President U. S. Housing Corporation
Washington, D. C.

ER:FBS

19-23 RD Tyler
Ashe.

File
MR.

September 23, 1918.

My dear Mr. Robertson:

I have your letter of September 21 addressed to the War Labor Policies Board, and shall be glad to bring it up when the question of the composition of the commission is considered.

Please accept our thanks for your co-operation.

Cordially yours,

Executive Secretary.

C. B. Robertson, Esq.,
Director, Extension Division,
University of Pittsburgh,
Pittsburgh, Pa.

ML:HH

B-23

MA

University of Pittsburgh

EXTENSION DIVISION

C. B. ROBERTSON, DIRECTOR

...L INSTRUCTION DEPARTMENT
... COOPER, HEAD

...SERVICE DEPARTMENT
...TEELE GOW, HEAD

...OINTMENT BUREAU
PHILENA SYLING, SECRETARY OF TEACHERS' BRANCH
GLADYS KIDD, SECRETARY OF STUDENTS' BRANCH

PACKAGE LIBRARY BUREAU
LULU GLASER, SECRETARY

VISUAL BUREAU
PHILENA SYLING, SECRETARY

September 21, 1918.

War Labor Policies Board,

H Street, Northwest,

Washington, D. C.

Gentlemen:

I understand that you are considering the composition of a commission under your Board to handle community problems. If such be the case, I wish to call to your attention Mr. B. F. Ashe, Langlothe, Pa.

Mr. Ashe is a man who has had a greatly varied educational experience. He has been in public school work as superintendent and has been an instructor in High Schools, associated with highly recognized Playgrounds and is now in charge as a sociology superintendent of one of the most interesting educational experiments that I know anything about. In every position he has been eminently successful.

He is a man of fine personal presence and a University graduate and measures up in every way to such a position as I judge you are wishing to fill.

I shall be glad to answer any specific questions that you may wish to present to me.

Respectfully yours,

C. B. Robertson

CBR:S

University of Pittsburgh
Grant Boulevard
School of Education
OFFICE OF THE DEAN

Sept. 23, 1918.

Chairman of Committee on Living Conditions,
War Labor Policies Board,
H. Street, N.W., Washington, D. C.

My dear Sir:

I have been following with much interest the gradually developing policy of the Government in caring for all persons who are in any way connected with war industries and activities. I am especially pleased to note the announcement of the plan to establish a new Commission of your War Labor Policies Board to handle Community problems in war labor centers.

In talking this over with some of my colleagues I and they have come to the conclusion that we should bring to your attention the qualifications of a young Pittsburgh man who seems to us well adapted to the Chairmanship of the new Commission. He is Mr. B. F. Ashe, now Superintendent of Educational, Community and Recreational work at Langeloth, Pa. Mr. Ashe has been for six or eight years engaged in developing and administering Community systems of Educational work involving a practical knowledge of the problems of Americanization, housing, sanitation, recreation, etc.

He is a young man of attractive personality, of good ability and training, of high ideals, and of force and persistence. I hope you will look him up.

Very sincerely yours,

W. G. Chambers.
Dean of the School of Education.

WGC:H

File EL

B-23

Holmes-

WAR INDUSTRIES BOARD

WASHINGTON

B. M. BARUCH
CHAIRMAN

IN YOUR REPLY
REFER TO _____

August 22, 1918.

Miss Edith Rockwood,
War Labor Policies Board,
Washington, D.C.

My dear Edith:-

I have just received a letter from Dr. D.F. Garland, Director of Public Welfare of Dayton, Ohio, stating that Mr. Reuben R. Holmes a Dayton attorney who has been in charge of free legal aid work for the city government, is very anxious to get into war service.

He is of draft age, unmarried but has a mother to support and has been placed in deferred classification. He is also physically disqualified for service in the fighting line.

Mr. Holmes has taken an active interest in community welfare and it occurred to me that if you were still on the hunt for persons to organize community activities that he might be worthy of consideration for such work.

Should you be interested you can communicate with him direct.

Very truly yours,

E.L.Potter
Division of Planning and Statistics
Central Statistical Clearing House
117 New Interior Building.

ELP/M

WAR LABOR POLICIES BOARD

August 25, 1918.

My dear Zene:

We are going ahead with the plans for recreation service but our committee will not be in a position to choose the personnel of the staff. I will keep Mr. Reuben P. Holmes' name on file and turn it over to whatever commission or division is created.

Sincerely yours,

Secretary,

Committee on Conditions of Living.

Mr. Z. L. Potter,
Division of Planning and Statistics
Central Statistical Clearing House,
117 New Interior Building.
Washington, D. C.

E R : E S

12 3

Aron

No.

WAR LABOR POLICIES BOARD.

August 17, 1918.

My dear Mr. Taylor:

I have just [illegible] Mr. [illegible] of your [illegible] Committee on Conditions of Living of the War Labor Policies Board will meet on Tuesday at 11 A. M. in 1307 F Street N.W.

As I said to you when I [illegible], the Board is considering the [illegible] conditions of workers in war industries and what, if any, provision should be made for their protection by the Federal Government. Before it makes a recommendation the Committee wants to know what the Government of the Government is doing.

The questions of housing and transportation are already taken care of through your division and the Bureau of Industrial Housing and Transportation. There are many other problems relating to living conditions such as schools, markets, recreation, water supply, sanitation, etc. The Committee will be glad to hear from Mr. Aron or from you, if you find it possible to be present, as to what the plan of your division is in handling such questions, both in regard to the men who live in Government built and Government money, and the men who live in privately owned houses.

Sincerely yours,

Secretary,

Committee on Conditions of Living

Mr. A. Merritt Taylor,
Director Transportation and Housing
U. S. Shipping Board
257 N Broad Street
Philadelphia, Pa.

F R : F S

TELEGRAM

GOVERNMENT RATES

U. S. DEPARTMENT OF LABOR
U. S. EMPLOYMENT SERVICE
WASHINGTON

August 17, 1918.

1607 H Street

end to

Mr. H. G. Aron,
U. S. Shipping Board, Housing Division
253 N Broad Street
Philadelphia, Pa.

Committee Conditions of Living will meet with you Tuesday at eleven.

Edith Rockwood,

Attest . . . . . .

Appropriation: "For Labor administration, Conciliation 1919"

11—1527

VICE	SYMBOL
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er	Blue
Message	Nite
t Letter	N L

ne of these three symbols ears after the check (number of rds) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT — GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14th AND F STS., WASHINGTON, D. C.

1918 AUG 16 PM 7 52

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M PHILADELPHIA PENN 733P 16

MISS EDITH ROCKWOOD SECRETARY 9870

COMMITTEE ON CONDITIONS OF LIVING WAR LABOR POLICIES BOARD

UNITED-STATES DEPARTMENT OF LABOR ASHINGTON DC

AS REPRESENTATIVE OF A MERRITT TAYLOR DIRECTOR HOUSING DEPARTMENT

UNITED-STATES SHIPPING BOARD I WILL BE PLEASED TO CONFER WITH

YOUR COMMITTEE AS PER YOUR TELEGRAM OF AUGUST THIRTEENTH ON TUESDAY

OR WEDNESDAY OF NEXT WEEK

H G ARON HOUSING DIVN 253NORTH BROAD ST

PHILADELPHIA PENNA.

OFFICIAL TELEGRAM

U. S. SHIPPING BOARD

WASHINGTON

_____ Company

August 16, 1918.

Miss Edith Rockwood, Secretary,
Committee on Conditions of Living, War Labor Policies Board,
United States Department of Labor, Washington, D. C.

As representative of A. MERRITT TAYLOR, Director Housing Department United States Shipping Board I will be pleased to confer with your Committee as per your telegram of August thirteenth on Tuesday or Wednesday of next week.

H. G. ARON, Housing Division
~~Department of Housing,~~
255 North Broad Street,
Philadelphia, Pa.

Okm

TELEGRAM

GOVERNMENT RATES

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

WASHINGTON

August 13, 1918.

nd to

Mr. A. Merritt Taylor
U. S. Shipping Board
Philadelphia, Pa.

Committee on Conditions of Living, War Labor Policies Board at Dr. Barnett's suggestion would like to confer with you concerning federal provision for workers in war industries. Would it be possible for you or your representative to come to Washington within the next few days?

Edith Cookwood,
Secretary of Committee.

Attest . . . . . .

Appropriation: "~~War Labor Administration, Conciliation 1919.~~"

14—1527

13-23

Collier

TRUSTEES
LUTHER H. GULICK, *Chairman*
HENRY DE FOREST BALDWIN
JAMES BYRNE
JOHN COLLIER
MRS. J. GILMORE DRAYTON
FREDERIC C. HOWE
MRS. PAUL KENNADAY
BURDETTE G. LEWIS
SAM A. LEWISOHN
EDWARD F. SANDERSON
MRS. VLADIMIR G. SIMKHOVITCH
FRED M. STEIN
ROBERT A. WOODS

STAFF
JOHN COLLIER, *Director*
ABIGAIL A. FREEMAN,
Supervisor-of-Training

The Training School for Community Workers
of
The People's Institute of New York

70 Fifth Avenue, New York
Telephone, Chelsea 7565

August 16, 1918

Miss Edith Rockwood,
Sec. Committee on Conditions of Living,
Department of Labor, Washington, D. C.

My dear Miss Rockwood:

Could you write me or send me anything you have at hand, giving information about the scope of work of the Committee on Conditions of Living; whether it is merely a preliminary investigating body or is a standing executive committee; whether its deliberations have been completed, etc.

I shall greatly appreciate this.

Sincerely yours,

John Collier

JC/BR

File WR.

WAR LABOR POLICIES BOARD

August 19, 1918.

My dear Mr. Collier:

The Committee on Conditions of Living was appointed by the Chairman of the War Labor Policies Board to serve as an advisory committee to the Board. It has no administrative authority and all its recommendations must be approved by the Board before any action can be taken.

During the past two months it has been studying plans for federal protection of workers in war industrial centers. Within a short time it will make its report to the Board. I will be glad to inform you as to whatever action may result from its recommendations if you so desire.

Sincerely yours,

Secretary,

Committee on Conditions of Living.

Mr. John Collier,
70 Fifth Avenue,
New York City, N. Y.

B-23

Dow

War Labor Policies Board

August 15, 1918.

My dear Mr. Dorr:

I [illegible] your letter of [illegible] enclosed a copy of [illegible] from the Industrial [illegible] of the War Department. [illegible] the Department [illegible] [illegible] conditions [illegible] [illegible] placed [illegible] [illegible] [illegible] conditions [illegible] [illegible] [illegible] [illegible] the War Department [illegible].

Very truly yours,

Secretary,

Committee on Conditions of Labor.

Mr. [illegible],
Office of Assistant Secretary of War,
Washington, D. C.

W R : [illegible]

Copy

WAR DEPARTMENT
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D.C.

August 8, 1918.

Miss E. Rothford, CR Wood
Secretary, Committee on Conditions of Living,
Labor Department,
Washington, D. C.

Dear Madam:

Herewith find copy of excerpts from a typical agency contract of the War Department indicating that the War Department has retained ample control over operators and agents to take such action as to living conditions of operatives as circumstances may from time to time make necessary.

Yours very truly,

G. H. Dorr

For the Assistant Secretary of War.

B-23

Gen. No. 1

Marshal

OFFICIAL BUSINESS

TELEGRAM

GOVERNMENT RATES

DEPARTMENT OF LABOR

FROM

(BUREAU OR OFFICE)

Washington,

Aug. 7, 1918.

Dr. L. C. Marshall,
Emergency Fleet Corporation,
Philadelphia, Pa.

It will be helpful to have a Fleet representative on Committee on Conditions of Living. Will you please wire name.

Max Lowenthal.

Attest:

" WAR LABOR ADM. CON. 1919"

CHARGE DEPARTMENT OF LABOR, APPROPRIATION FOR "_____"

14—171

B-23

Weiss

File
W.R.

Aug 3 1918

L. S. Weiss
271 Central Park West
New York West- City

Committee favors bill No need to return Tuesday

Edith Rockwood

Attest _____

Arbitration and Conciliation

13-23

2

June 28, 1918.

To the WAR LABOR POLICIES BOARD:

Your Committee on Conditions of Living makes the following recommendations on the subject of recreational service in industrial communities:

1 - Recreational service should be provided in new industrial towns and in industrial centers having an exceptional war time growth in number of workers.

2 - This service should be centralized in one agency or unified group of agencies.

3 - A recreational commission should be appointed by the chairman of the War Labor Policies Board. On this Commission the chairman should appoint, among others, Mr. Raymond B. Fosdick, or some person similarly equipped, representatives of the Government Production Departments and representatives of labor and industrial management at large.

4 - For recreation service in communities within the jurisdiction of the Housing Bureau, his commission should be advisory to the Bureau and executive under the control of the Housing Manager.

5 - The funds necessary for this recreational service should be preferably public funds, although if these are not obtainable privately raised funds should be used. Possible sources for the necessary monies include the following:

(a) From existing appropriations (if legal opinion discloses that any appropriations already made can be used for the purpose).

(b) From the President's funds.

(c) From Congress.

(d) Privately raised funds.

B-23

Judge: Corporations & Quiz

June 19, 1918.

Mr. Chas. A. Judge
1416 Broadway
New York

My dear Mr. Judge:-

Your letter of June 12th to the Secretary of Labor has been transmitted to me. I shall take great pleasure in calling to the attention of the Committee on Conditions of Living appointed by the War Labor Policies Board your suggestion for special train with special rates between New York City and City Island.

Cordially yours

DISTRICT COUNCIL OF NEW YORK CITY
AND VICINITY

United Brotherhood of Carpenters and Joiners of America

INSTITUTED AUGUST 12, 1881
408

ALWAYS DEMAND THIS LABEL

OFFICE 1416 BROADWAY
ROOM 466
PHONE, BRYANT 8752

NEW YORK, N. Y. June 12th, 1918. 191

Secretary Wilson,
Chairman War Policy Board,
Dept. of Labor, Washington, D. C.

Dear Sir:-

On May 29th the Carpenters' District Council was notified that on and after May 20th the Carpenters employed at the Pelham Bay Naval Reserve Station were to receive the universal prevailing rate of wages around Greater New York & Vicinity, namely $5.50 for an 8 hour day, said increase to become effective May 20th, 1918, but the 50¢ per day increase was only granted to the men since May 29th, hence there is due our men the difference from May 20th to May 29th.

Since the increase of wages has gone into effect the Railroad (N. Y. N. H. & H.) has increased the car fare 100%, hence our men have absolutely no benefit from increase of wages.

We respectfully request that you use your good offices to establish a special train with special rate for all workers employed on N. R. S. at City Island, including the sailors, between New York City and City Island.

Very truly yours,

Chas A. Judge

General Agent.

B-23

June 17, 1918.

Mr. Lowenthal,
Mr Adie,

Mr. Frankfurter has appointed E. P. Marsh on Committee of Conditions of Living and Labor Recruiting Committee.

A.M.C.

B-23 Energy

June 4, 1918.

Memorandum for Dr. Marshall.

Mr. Babson presents this proposed order as a charter of his authority. Will you be prepared to talk with me about it when you come down for the week end?

F. F.

COPY

DEPARTMENT OF LABOR
Office of the Secretary
Washington

Division of Conciliation Rochester, N. Y. July 25, 1918.

Dear Howard:

Enclosed are pictures taken in Orange, Texas, where several thousand men are employed building ships.

Pictures are fair samples. There are many worse, a few better. Rents have doubled since January. In some of these houses there are two and three families.

The only sewer is a surface drain. When I was there they were full of green slim and flies. Houses unscreened.

One dry closet usually accommodates several houses.

The men and the managers claim a loss varying 40 to 50 per cent efficiency.

Hope you can make some use of the pictures. If there is a place where relief is needed more I do not wish to see it.

Rochester is in fine shape apparently, except trouble with clothing makers.

When you are through with the pictures mail them to me.

Your friend,

(signed) Mordenson.

Titles from Pictures.

1. Showing dry sewer or surface sewer running from dry closets around in from of houses. Was reeking with green slim when I took picture, in Orange, Texas,

2. One dry closet for all these houses for 37 people, Houses rent for $14.50 per month.

File WR

Howard Clause

[illegible] LABOR POLICIES BOARD

[illegible] 28, 1918.

My dear Mr. Secretary:

I am transmitting the letter [illegible] the conditions in Detroit, [illegible] [illegible].

Sincerely yours,

[illegible],

Chairman,

Committee on [illegible] Policies.

Mr. L. [illegible] Alexander,
Department of Labor.

WAR LABOR POLICIES BOARD

July 30, 1918

L.F.

My dear Mr. Howard:

I am sending you, enclosed, two copies of the following;

(1) Minutes of the meeting of the Committee on Conditions of Living for July 22, 1918.

(2) Minutes of the meeting of the Committee on Conditions of Living for July 26, 1918.

(3) Memorandum from Community Organization Branch Ordnance Department.

(4) Outline of Organization for Supervising Living Conditions of War Workers.

(5) Memorandum on Employment Management.

Sincerely yours,

Sec'y Committee on Conditions of Living.

E.R.: E.D.S.

Committee on Conditions of Living.
12-23

Co-partnership Housing in England*

By HERBERT S. SWAN
Executive Secretary, Zoning Committee, New York City

CO-PARTNERSHIP housing was inaugurated by the Ealing Tenants, Ltd., in a London suburb in 1901. Since then the number of co-partnership societies has greatly increased. Today there are probably sixty scattered throughout England, Scotland, and Wales. The big cities of Birmingham, Glasgow, Liverpool, and Manchester all have their co-partnership tenants' societies.

A co-partnership tenant society consists of a group of tenant members and outside investors who develop a tract of land with buildings, not in the interest of an absentee landlord, but in the interest of those who are to live in the houses.

The houses are not built for any particular class of people. An endeavor is made to provide different types of houses which will meet the wants, not only of the working class, but of a considerable range of persons.

In a co-partnership society the tenant does not become the owner of the house he lives in. In lieu of acquiring the deed to a particular house and lot, he pays a given amount of capital into the society. In other words, the members of the society collectively own all the real property in the community. As J. S. Nettlefold puts it, "No member can say, 'This house is mine.' They can all say, 'These houses are ours.' "

In a non-partnership society one must either buy a house or rent it. If one rents he is still, even after many years' payment of rent, only a tenant, and the house still belongs to the landlord. If one buys and is later compelled to move, he all too often leaves an unsalable home behind him. In a co-partnership society one can acquire the value of a home without curtailing his mobility, as his investment, if not always transferable without loss, will at least net him as much income as any other safe property.

Co-partnership in housing is an attempt to combine the advantages of both tenancy and ownership of houses. The interests of tenant and investor are harmonized by an equitable use of the profit arising from increased values and the careful use of property.

Co-partnership Housing Distinguished from Garden Cities

Although all the co-partnership developments, so far as town-planning is concerned, follow the lines of a garden city, they are to be sharply distinguished from such communities as Bournville, Port Sunlight, and Letchworth.

Bournville is purely a philanthropic enterprise founded through the generosity of George Cadbury, cocoa manufacturer, and has as its object the amelioration of working-class conditions and the provision of improved dwellings, not only in and around Birmingham, but throughout Great Britain. The leases in Bournville are for a period of ninety-nine years.

Port Sunlight, on the other hand, is an industrial development worked out by Lever Bros., soap manufacturers, along what they call "prosperity sharing" lines, for the housing of their employees. Only persons employed by the company may lease houses. The houses are let, not at commercial rents, but for an amount just sufficient to cover their upkeep.

Letchworth, the first garden city, instead of being owned by the tenants collectively, is held by a private company with a limited dividend. Property is leased for periods of either 99 or 999 years.

Operation of a Co-partnership Society

The method adopted by a co-partnership society in developing its estate is as follows: It first secures suitable building land. This land is carefully planned. The number of houses per acre is strictly limited. Buildings are arranged to ensure not only healthful and cheerful houses but also pleasant surroundings. Substantial houses of a variety of types are built. These houses are let at ordinary rents. Dividends on capital are limited to 5 per cent. Any profits remaining after the payment of current expenses,

*This paper was prepared on behalf of the Committee on New Industrial Towns. Acknowledgments for material used are due to Mr. Thomas Adams, Ottawa, Canada; Mr. John Nolen, Cambridge, Mass.; Mr. Frederick L. Ackerman, New York City, and Mr. Frank Backus Williams, New York City. See further note at end of this article on the Committee on New Industrial Towns and its publications.

interest and amortization charges on mortgages and loans, and dividends on capital are divided among the co-partnership tenants in proportion to the rents paid.

Advantages of Co-partnership Housing

The advantages claimed for co-partnership housing to the tenant are as follows:

1. He gets a house at a rental which, if internal accommodations and external surroundings are compared with what is obtainable at most places, is less than he would have to pay elsewhere for the same accommodations.
2. He secures freedom from loss on his savings should circumstances require him to leave the neighborhood.
3. The capital for building his house is provided at a cheaper rate than it could be obtained on any other system that is commercially sound.
4. Should values go up, he gets the benefit, either by way of a dividend on his rent or by paying a rental which is below the market value.
5. He secures practically all surplus profit after the fixed charges have been met.
6. The benefit of the "unearned increment," if any, accrues to the tenants, and not to a ground landlord who has no interest either in the tenants or the neighborhood.
7. The tenants as a whole can gradually relieve themselves of dependence on outside capital altogether by accumulation of their own savings. By gradual process, therefore, it lies with the tenants to transfer the ownership from non-tenant shareholders who take the main risk to begin with, to tenant shareholders, who, it is hoped, may collectively become the ultimate owners.
8. He can invest at 5 per cent, in the society of which he is a tenant, any savings he finds it possible to make out of his earnings.
9. He gets his house, with a small garden attached, in a neighborhood where there is plenty of fresh air, and the house itself is one with some individuality in which a tenant can take a pride, instead of being an insignificant unit in an interminable row of jerry-built ugliness.
10. He secures a social atmosphere which awakens new interests and creates a collective friendship unknown under the individual system of ownership.

The outside investor benefits by co-partnership housing no less than the tenant. Although capital does not pocket the profits in excess of 5 per cent, any surplus profit above that amount affords just that much more security for the continued payment of the regular dividends on stock or of interest on loans. It is, of course, to the interest of the tenant members, who receive the surplus profits, to make these profits as large as possible by taking care of the property and thus lessening the expenditure on repairs, by helping to find tenants for empty houses, and by punctual payment of rent. The capital invested by the tenants, moreover, furnishes a guarantee fund upon which the society can, if necessary, draw in order to pay arrears of rent. Loss by arrears of rent is practically impossible.

Co-partnership Tenants, Ltd.

The need for propaganda work and cöoperation between different societies led to the formation in 1904 of the Co-partnership Tenants, Ltd., a central organization which some fifteen societies have now joined. In promoting the development of co-partnership societies, the Co-partnership Tenants, Ltd., provides expert advice as to the best methods in obtaining, laying out, and developing estates; assists in raising the necessary capital for its federated societies; and facilitates the pooling of orders where practicable, so that the benefits of wholesale cash dealing in building and other materials are secured. It also inspects all accounts and books

Name of Society	Date of Organization	Area (Acres)	Area of Open Places (Acres)	Number of Houses When Completed	Value of Land and Buildings Jan. 1, 1917	Estimated Cost of Estate When Completed
Ealing Tenants, Ltd., London	1901	62	13	700	$1,281,500	$1,500,000
Anchor Tenants, Ltd., Leicester	1907	48	4	350	169,625	750,000
Manchester Tenants, Ltd.	1908	11	2	136*	281,565	281,565
Fallings Park Garden Suburb Tenants, Ltd., Wolverhampton	1907	6	1	75*	98,500	100,000
Garden City Tenants, Ltd.	1905	39	6¼	323*	493,900	494,000
Derwentwater Tenants, Ltd.	1909	2¼	1¼	27*	33,775	37,500
Liverpool Garden Suburb Tenants, Ltd.	1910	58	8	600	700,000	1,100,000
Sevenoaks Tenants, Ltd.	1904	6	1¼	80*	120,175	120,675
Harborne Tenants, Ltd.	1907	53	3	500*	873,750	875,000
Stoke-on-Trent Tenants, Ltd.	1910	38	3	412	220,000	600,000
Hampstead Tenants, Ltd.	1907				724,335	
Second Hampstead Tenants, Ltd.	1909				1,473,060	
Hampstead Heath Extension Tenants, Ltd.	1912	471	47	5,650	841,610	9,185,000
Oakwood Tenants, Ltd.	1913				793,840	
Rudheath Tenants, Ltd.	1916	10	1½	130	70,000	135,000
Fifteen societies		804¼	91¼	8,983	$8,175,635	$15,178,740

*Houses all built.

of the several associated societies, to ensure a reliable administration of the estates.

The rapidity with which co-partnership housing has grown is shown in the foregoing statistics of the societies federated with the central organization. The data for the societies not associated with Co-partnership Tenants, Ltd., is unfortunately not available.

By January 1, 1917, these fifteen societies had erected a total of 3,702 houses. The character of these developments is suggested to some extent by the number of houses rented at different weekly rents.

Weekly Rent	Number of Houses
Below $1.50	643
From $1.50 and below $2.00	911
From $2.00 and below $2.50	1,011
From $2.50 and below $3.00	564
From $3.00 and below $3.75	236
From $3.75 and below $5.00	109
Over $5.00	228
Total	3,702

Dividends on Rent

Some societies distribute the rent dividend among all the tenants. Other societies distribute it only among the tenant investors. In the latter case, the share of each tenant who is not an investor is carried to the reserve fund. The dividend on rent, like the dividend on capital, is sometimes limited. Thus, Avonmouth limits the amount of the rent dividend to 10 per cent of the rent paid. Permanent tenancy is in some instances encouraged by adjusting the dividend to the aggregate amount of rent paid by the tenants during the period that they have respectively been tenants.

Members in arrears with their subscriptions or instalments enjoy no bonuses. Their rent dividends are forfeited to the reserve fund.

The rent dividend, instead of being paid in cash to the tenant, is generally credited to his account until it equals either the minimum amount of his expected investment or the value of the dwelling he occupies. After a tenant has fulfilled all his obligations to the society as an investor, he receives his rent dividend in cash.

Legal Limitations

Co-partnership tenant societies are registered under the Industrial and Provident Societies Act, 1893, as "public utility societies." This act lays down certain broad fundamental principles that control the policy of all co-partnership societies. In the first place, it prohibits the payment of any interest or dividend in excess of 5 per cent per annum. In the second place, it prevents any individual, whether tenant or not, from holding shares worth more than $1,000. This restriction, however, does not apply to outside societies. One co-partnership society may purchase securities issued by another co-partnership society. There is no limit on the amount of stock that an outside society may hold.

Subject to these two general conditions, each society finances its operations in its own manner. The necessary capital is obtained in a variety of ways. Some societies raise all their funds through the sale of common stock (shares), the issuance of bonds (loan stock), and the flotation of mortgages. Other societies, in addition to issuing bonds and floating mortgages, sell both preferred (either co-partnership or tenants' investment stock) and common stock. Although there is a limit upon the amount of stock which an individual may own, there is no limit upon the amount which he may invest in bonds or mortgages.

Government Loans

A portion of the capital used in developing the co-partnership societies has been secured from the national government.

The first societies found that it required much effort and costly advertising to obtain the necessary capital. These expenses greatly increased the cost of the houses. The Housing and Town Planning Act of 1909, therefore, authorized the Public Works Loans Commissioners to grant loans to public utility societies for housing purposes up to two-thirds of the value of the houses and land, after the houses are built.

Even before the war put a stop to practically all private building, there was considerable agitation to have the per cent of extended government credit increased. As the repayment of the loan would commence in the first year, and as the houses, if properly constructed, would last much longer than the thirty or forty years for which the loans were made, it was claimed that the government's security would improve each year. The risk of loss in making loans to a number of societies scattered all over the country would moreover be less than if the loans were confined to a single town. While houses in a given town might depreciate in value, this would not be so likely to happen in many towns at the same time. The national advantage of having scattered throughout the country building estates laid out in accordance with the latest and best methods of development, and covered with houses that would set a high standard for other builders in the neighborhood, was also stressed, the claim being made that the general standard of building had frequently been raised in the vicinity of tracts developed by co-partnership societies.

The emergency created by the war seems to have been more potent than all these arguments. At any rate, shortly after the outbreak of the war in 1914, the amount of government credit that might be loaned to these societies was increased to 90 per cent.

Before the war, the government money was loaned at an interest rate of 3½ per cent if repaid in thirty years and at 3¾ per cent if repaid in forty years. Since the outbreak of the war, these rates have been increased to 4 and 4½ per cent respectively. The combined interest and sinking fund charge at present is 5.78 per cent if repaid in thirty years, 5.43 per cent if repaid in forty years.

Tenants' Investments

Although non-tenants as well as tenants may become investors in a co-partnership society, the aim is gradually to repay the capital invested from the outside so that the estate may become increasingly the property, if not the sole property, of the tenants. The rules governing the investments that must be made by the tenants to attain

this object are very precise. A few illustrations at this point may not be amiss.

At Avonmouth, for instance, each member of the society, tenant or non-tenant, must hold at least one share of common stock worth $25. In addition to this, every intending tenant must, unless he makes arrangements to the contrary, apply for an amount of preferred (tenants' investment stock) equal to not less than one year's rent of the house he expects to occupy. An amount of preferred stock equal to at least one-sixth of the year's rent must be paid in full on the allotment of the stock and before the commencement of tenancy. Thereafter he must pay for the preferred stock allotted to him, and from time to time to be allotted to him, in such instalments as the management may stipulate when the allotment is made.

To begin with, the two original Hampstead societies obliged the tenant to buy stock. But this requirement was, however, changed in 1910. Since that date each tenant investor has been expected ultimately to purchase bonds (loan stock) to the amount of $250, or two years' rent of the house occupied, whichever is the greater. The amount of bonds that a tenant must take up is subject to modification by the management, but no change can be retrospective.

The Oakwood Tenants permit the lessee to invest in either bonds or in preferred stock, as he may determine. If he invests in bonds, it must be for not less than $250, or a sum equal to two years' rent, whichever is the greater. If he invests in preferred stock, it, too, must be equal to at least two years' rent, but on the payment of this amount he may be required from time to time to apply for additional preferred stock equal to one year's rent, until a sum equal to ten times the rent of the house he first occupied has been reached. If bonds are subscribed for, they must be paid for in full on allotment; if preferred stock, $25 on allotment and $15 a year, or 10 per cent of the yearly rent, whichever is the greater, in monthly instalments.

The Fallings Park Tenants expect every non-tenant member to subscribe for at least $100 worth of stock; every tenant member for at least $250 worth of stock.

This stock need not be subscribed for at once, nor does it have to be fully paid for at the time of allotment. The first $5 worth, it is true, must be paid in cash, but $15 a year, in equal monthly instalments, is all that is required in the way of payment for the first $50 worth of stock taken. When this sum has been fully paid up, the annual amount demanded during the year in equal monthly instalments is reduced to $7.50. Instalments may be paid in anticipation of their becoming due. Fines are imposed on arrears to secure prompt payment of instalments.

Proportion of Stock to Bonds

The proportion of stock issued to bonds has become a very practical question. As stock generally pays a dividend of 5 per cent, and bonds an interest rate varying from 4 per cent to 4½ per cent, it is obvious that the average carrying charge on capital will vary according to the relative amount of stock sold. If much stock is issued, the carrying charge will be comparatively high; if little stock is issued, comparatively low. The tenants, of course, gain by having the interest and dividend charges on capital kept down to the lowest possible figure: the smaller the dividends on invested capital, the more they receive in the way of dividends on rent. One-quarter of 1 per cent more or less on capital may in some instances mean all the difference between no dividend at all or one of 10 per cent on rent. Every increase in the capital charges, no matter how slight, makes serious inroads upon the rent dividends.

The following statistics show the amount of capital raised from different sources by three of the co-partnership tenant societies:

The Oakwood Tenants, Ltd., had assets on December 31, 1916, valued at approximately $860,000. Of this amount about $105,000 was represented by common stock, $36,000 by preferred stock, $178,000 by bonds, and $541,000 by mortgages, unsecured loans, reserve funds and other items.

The Hampstead Tenants, Ltd., had assets on December 31, 1916, valued at about $760,000. Of this amount approximately $133,000 was represented by common stock, $202,000 by bonds, and $425,000 by mortgages, unsecured loans, and the like.

The Second Hampstead Tenants, Ltd., had assets on December 31, 1916, with a book value in the neighborhood of $1,515,000. Of this sum $300,000 was represented by common stock, $395,000 by bonds, and $765,000 by mortgages.

The accompanying table shows how many persons held different amounts of the outstanding common stock, preferred stock, and bonds in these three societies at the beginning of 1917.

Number of Persons Owning Different Amounts

Size of Holding	Hampstead Tenants, Ltd.	Second Hampstead Tenants, Ltd.	Oakwood Tenants, Ltd.
1. Common Stock			
Under $50	1	—	—
Over $50 to $125	43	27	—
Over $125 to $250	127	99	3
Over $250 to $500	29	19	2
Over $500 to $750	2	4	—
Over $750 to $1,000	9	8	4
Over $1,000	1	1	1
Total	212	158	10
2. Preferred Stock			
Under $50	—	—	4
Over $50 to $125	—	—	14
Over $125 to $250	—	—	110
Over $250 to $500	—	—	30
Over $500 to $750	—	—	4
Over $750 to $1,000	—	—	7
Over $1,000	—	—	9
Total			178
3. Bonds			
Under $50	17	130	4
Over $50 to $125	44	172	14
Over $125 to $250	49	119	110
Over $250 to $500	32	50	30
Over $500 to $750	6	17	4
Over $750 to $1,000	8	20	7
Over $1,000	13	19	9
Total	169	527	178

Payment on Instalment Plan

No matter in what the tenant is obliged to invest his money, whether it be common stock, preferred stock, or bonds, it is customary to allow him to pay it either in full or in instalments. Whichever method he chooses, the

interest or dividend he receives is on the amount paid up. If he pays the full amount in cash, he receives his interest in cash; if he pays in instalments, the interest, instead of being paid to him in cash, is credited to him on his unpaid balance. The dividend on stock is 5 per cent, and the interest rate on bonds in sums of less than $250 is usually 4 per cent; on bonds in sums of $250 and upward, usually 4½ per cent. The increased interest rate on large amounts is to encourage speedy payment of the required minimum.

Retirement of Outside Capital

Provision for paying off the excess stock held by shareholders beyond a limit fixed by the society from time to time is made, in some instances, for the purpose of facilitating the retirement of outside capital. The charge has been made that the Co-partnership Tenants, Ltd., has attempted to subvert the co-partnership principle by contriving to get a preponderant voting power in its affiliated societies. Such control as it has was achieved through its financial operations. It borrows money by issuing stock to outside investors and investing the money so obtained in these societies. Its investors are not known to the tenants; their names and addresses are known only to the central organization. It is felt that there is little hope, therefore, that they will be able to see things from the tenants' point of view—they have no means of knowing the whole truth. As a consequence, they vote solidly for the policy of the central society, whatever that may be, so long as they are satisfied with its management of their investments.

These fears have apparently not been altogether without some ground. In the Oakwood Tenants, Ltd., for instance, the Co-partnership Tenants, Ltd., on January 1, 1917, owned $100,000 of the $105,750 worth of common stock issued. In the Second Hampstead society, on the same date, it owned $255,550 worth of the $299,940 worth of stock issued. To allay this criticism, the Co-partnership Tenants, Ltd., has agreed to transfer capital to the tenants in proportion to its own holdings in the society—about $50 worth of stock to $100 worth of bonds. Under this arrangement, every tenant will have the opportunity to become a partner by investing the same proportion of money in stock and bonds as the promoting partners.

Society Has First Lien on Tenants' Investments

The society generally has a first lien upon the investment of any member for debts due it by him. Any sum credited to a member may be set off toward the payment of such debts.

Repairs

All exterior or structural repairs are, as a rule, charged against the society. Interior repairs are, however, done by and at the expense of the tenant to the satisfaction of the management. When interior repairs have, in the opinion of the management, become necessary, it may order them to be done. If the repairs are not paid for on demand by the tenant, the society may deduct their cost from any sum credited to the tenant's investment account.

Ejectment of Tenant

If a tenant becomes an impossible neighbor, the management may give him notice to quit his house, repay the amount of his investment, and end his relation to the society.

Transfer of Investments from One Tenant to Another

When a stockholder ceases to be a tenant, the society has the right to buy back his stock. In the event of the society being unwilling to exercise this privilege, the stockholder may transfer his stock, subject to the approval of the management, to any other member of the society. If the transferee is not a member, he must first be approved of as such by the management before the transfer can be registered. The society usually obligates itself to repay the whole sum credited to a member where it refuses to sanction its transfer. This obligation, however, does not apply to members so long as they remain tenants of the society.

Considerations Affecting Control of Society

In certain societies all the tenants are required to be shareholders; in others, they have to be bondholders; and in still others, they are obliged to be both shareholders and bondholders. In some cases, provision is made to admit as tenants persons who are neither shareholders nor bondholders, subject to the condition that they make a minimum deposit. The detailed requirements in this respect are conditioned by various considerations.

Sometimes it may not be desired to vest too large a degree of self-government in the hands of the tenants. In such a case the shareholders would probably control the management, and the tenants, instead of being encouraged to buy stock, would be forced to acquire bonds. In other words, the tenants would be persuaded to acquire a financial stake in the society without at the same time obtaining a voice, or at least a controlling voice, in its management.

The views of Henry Vivian are especially interesting on this point.

"Tenants' co-partnership or labor co-partnership," he says, "is not a fixed system; it is an attempt to embody into a working contract, expressed in rules, articles of association, or agreements, the idea of unity of interests. The terms of the partnership will vary without end under different circumstances. The adoption of co-partnership by any business and its workmen does not necessarily mean that the business will in the future hand the management of its affairs over to its workmen. In most cases, anyone with the slightest experience in business affairs knows that before very long there would be no business to manage. Nor does tenants' co-partnership necessarily mean that the business of estate development involves handing the management of estates over to the tenants. In the case of labor co-partnership or tenants' co-partnership it may mean the adoption of such a transfer of management to employees or tenants, as the case may be, but whether this is so or not cannot be settled by employees demanding the control of a business, or tenants demanding the control of an estate as a right, but by it being proved that such a development is wise. If, in the practice of co-partnership on a more or less limited scale, the employees or the tenants demonstrate that some extension of the principle is advantageous, then the chances

are it will be extended. It is experiment alone under a variety of forms of co-partnership contract, whether in tenancy or employment, which can determine whether there is any best form."

The society may be perfectly willing to let the tenants control its policy, but conditions may make it more desirable for the tenants to hold bonds than stock. The bonds generally rank for interest before the stock. In addition to this, they also, as a rule, have a prior claim on the assets of the society. There are, however, cases, as in the Avonmouth Garden Suburb, where the preferred stock in the liquidation of the society ranks *pari passu* with the bonds for both principal and interest.

Bondholders, it should be mentioned, are occasionally given a voice, though not as big a voice as the shareholders, in the selection of the management. Thus, at Avonmouth, every member has one vote for every complete $25 share of common or preferred stock or for every complete $250 bond held by him.

The experience at Ealing, for example, was that the tenants were very reluctant to take up the amount of fully paid stock required. To make it easier for the tenants to acquire stock, the instalment method of paying for it was inaugurated. Even this did not help. At one time more than half the tenants in the suburb were not investors, notwithstanding the entreaties of the society. To have pressed the point would have meant that the houses would have remained empty. It was then decided to alter the rules so as to enable the holders of bonds, which could be taken up in smaller instalments than stock, to participate like the stockholders in the dividends paid on rents. This policy has been most successful. Since its inauguration, practically every house let has been leased to a tenant who has subscribed for bonds.

Where his employment is of an uncertain character, a tenant may find it inadvisable to invest in either the society's stocks or bonds. Conditions may occur where the tenant, if he should be obliged to leave his house, could not find anyone to take over his investment, except at a financial loss. This difficulty has been remedied in some societies by accepting, in exceptional cases, a deposit of a certain sum from the tenant in lieu of obliging him to purchase stock or bonds. This deposit, like the stock and bonds, may be paid in full at one time or in instalments.

That the degree of management to be entrusted to the tenants must be ascertained in each case is the view of Henry Vivian, Chairman of the Co-partnership Tenants, Ltd.

"The problem that confronts us," says Mr. Vivian, "in working out the co-partnership tenancy idea on our estates is to insure that those who become partners shall supplement the efforts of the board and officials to promote the welfare of the enterprise and to add to its stability and security. This question has been specially under the consideration of the Board of the Co-partnership Tenants, Ltd , for some two or three years. The Board, as a result of its experience, has come definitely to the conclusion that the unrestricted admission to complete partnership of tenants who have only a weekly tenants' interest, coupled with a small contribution to capital, which, as it is paid out on the tenant leaving, only in effect amounts to a deposit, is not the most satisfactory way of securing the coöperation of the tenants in promoting the welfare of the society.

"Under such a plan we admit to partnership those with a minimum of experience, sense of responsibility, and capital at stake, with no assurance that it is even their intention to make a permanent home for themselves on the estate. Human nature being what it is, many of these partners are sure to take a purely personal view of questions affecting the estate's welfare, and if their private wishes are not satisfied by our officials, rules and tenancy agreements notwithstanding, they act regardless of any injury their conduct may inflict."

Mr. Vivian suggests limiting the right to become full members of a society in the future to those who have been tenants for a period of three years and who hold a minimum amount of common stock. At the same time, Mr. Vivian would withdraw the right of members to have their investments returned to them when they cease being tenants. These provisions would oblige those received into full partnership, not only to demonstrate their intention of making their home on the estate by acquiring a certain length of residence, but also definitely to risk something on the success of the venture. They would not be able to rid themselves of all responsibility by giving a week's notice and clearing out.

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The Proposed Standard Registration Law

It is impossible to publish in this issue the proposed standard registration law, submitted to the convention by the Committee on Registration, but copies are available on application to the Executive Secretary at The Octagon. Those members and delegates who attended the convention at Philadelphia, and who are thus familiar with the proposed standard, are invited to send their criticisms to Mr. William P. Bannister, Chairman of the Committee, at 69 Wall Street, New York City. Others who are interested in the question are requested to write the Executive Secretary for a copy of the law in order that they, too, may send their criticisms to Mr. Bannister, on or before May 20 next, if possible.

Reprinted from The Journal of the American Institute of Architects for April, 1918

B-29

Fully Housing

Housing

The ~~of~~ abuses of extortionate rents and ~~legal~~ of ~~the~~ legal dispossession processes ~~of the unfortunately~~ are not confined to any one community. ~~and~~ ~~and~~ Situations similar to the one reported exist in many places in the United States where unpatriotic and selfish landlords take advantage of war work conditions under which the ~~supply of the~~ housing supply for workers is not equal to the demand.

Two remedies are available. The first is the creation of ~~larger~~ greater housing capacity in any given community but unfortunately this ~~creation~~ remedy whether undertaken by the local community or the Federal government or both is not capable of giving an immediate relief in all cases nor in many cases where immediate relief is needed. The other remedy therefore must be one which brings to landlords the realization that through a fair advance of war rent, just as a fair advance of the war prices of commodities, may be reasonable, the exaction of extortionate rents is not only unreasonable but unpatriotic and a direct stab at those who are in our industrial army and through them at the United States and our war program.

Perhaps it is to be regretted that no adequate and broad power is at present in the hands of the Federal ~~Govern~~ or State Governments to stop the abuse. But ~~often~~ always where constitutional limitations or ~~difficulties of administering the rents~~ fixing the great difficulties in the way of fixing rents even though there were legal power to do so, fails, the force of public opinion will ~~succeed slowly but~~ surely

succeed. Abuses will be brought to the light, landlords will ~~have~~ accept new ideas of their duty ~~in the emergency of war~~ to their country, by the emergency of war and ~~their local~~ to their own ~~community~~ city or town and those landlords who persist in unreasonable practices will find themselves not only ~~as~~ arrayed against the tenants upon whom they have placed hardships but against the whole community.

To enlist public opinion to this end publicity is necessary. It may come in the form of an exposure ~~of the conditions in~~ evil to the world of the evil conditions which a community has allowed to continue in which case the country may well say that ~~such and such~~ this or that ~~community~~ city or town ~~has done nothing~~ and its citizens have ~~done nothing while stood by~~ been negligently inactive, while a hardship was being freed upon ~~the~~ war workers ~~with city upon~~ and through them upon the whole of America. ~~in the time of need.~~

On the other hand the local community and its citizens may apply the remedy ~~upon their own~~ themselves of publicity ~~upon them within~~ and so clean their own house.

Varying conditions in different localities ~~may~~ will affect the nature ~~course~~ of procedure which may be taken. ~~New London Connecticut has~~ In New London, Connecticut ~~the~~ patriotic citizens have ~~planned and~~ begun to execute ~~the~~ a plan ~~which has been called "the New London Idea."~~ to remedy the abuses of extortionate rents and ~~the~~ other landlord abuses. This has been called "The New London Idea"

These are the essential features of the plan. First

2. "Adjustment Boards"

A committee was formed of employers of workers and ~~and of~~ representatives of the workers themselves to which was added public spirited ~~attorneys~~ lawyers, real estate men and other men of ~~good~~ excellent ~~standing~~ reputation for fairness. This committee, willing to divide its labors so that they ~~split itself into~~ delegated to groups ~~of~~ many subcommittees of three, selected from its membership, ~~the task of hearing the com~~ so that ~~about every day in every week a sub-committee would be in session~~, the task of hearing the complaints of tenants who feel themselves the victims of extortionate rents. ~~If the complaint~~ and unfair practices. One of ~~these~~ the Adjustment Boards ~~includes a~~ will hold a session almost every day in every week. If the complaint ~~appears to~~ be just, the Adjustment Board will request the landlord to answer, preferably in person. If the landlord refuses to answer, ~~as he legally may~~ for he is under no legal compulsion, or if he refuses to adjust fairly ~~on~~ a plain case of selfish and unpatriotic rent extortion or other hardship put upon the war worker, then the Committee ~~will publish the facts in the case~~ without comment of any nature, will publish the facts ~~in the case~~ so that public opinion itself may pass ~~upon the~~ judgment upon the ~~case~~ landlord.

~~With~~ It is probable that when the remedy is ~~applied~~ applied locally and ~~an adjustment~~ a voluntary adjustment board of the kind depicted is established with ~~knowledge~~ intimate knowledge of local conditions and with a membership ~~of a kind~~ which will convince all of its fairness and of its determination to ~~root up~~ drag abuses into the light, ninety per cent or more of all complaints may be settled without

publication of the facts.

Would it not be possible to work out a similar plan of action ~~in every case~~ wherever it is needed? The men who will undertake it will be providing the only real ~~and~~ remedy which may be applied in most cases and ~~will earn the should~~ ~~may well earn~~ will earn the gratitude of their own community and indeed of every good American.

GRADE
DING

COMMITTEE ON CONDITIONS OF LIVING
MINUTES & REPORTS – JUNE 1918

COMMITTEE ON CONDITIONS OF LIVING

Meeting of June 19, 1918 at 6 P. M.

MINUTES

Present: Mr. Howland, chairman
Mr. Childs
Miss Lathrop
Mr. Marsh
Mr. Chenery
Mr. Lowenthal, Secretary

1. The chairman suggested that the views of women interested in housing and living conditions in the District of Columbia be obtained through a conference of this committee with a small committee (three or five) representing the women employees of the District; that Mrs. James A. Field be asked to form such a committee to confer with the committee if the Policies Board. Agreed to.

2. The chairman suggested the probable need for a permanent secretary, and a directing officer, or for one person to assume the duties of both. The secretary stated that the chairman of the Policies Board was then looking for men and woman equipped for such purposes.

3. The secretary read a communication dated June 12, 1918 from Mr. Stimson to the chairman of the Policies Board proposing a unified program for providing community service in war industry centers. Agreed to have Mr. Lee present the matter in further detail at the next meeting of the committee.

Adjourned to June 20 at 11 A. M.

Max Lowenthal, Secretary.

COMMITTEE ON CONDITIONS OF LIVING

Meeting of June 19, 1918 at 8 P. M.

MINUTES

Present: Mr. Howland, chairman
Mr. Childs
Miss Lathrop
Mr. Marsh
Mr. Chenery
Mr. Lowenthal, Secretary

1. The chairman suggested that ~~all~~ the views of women interested inhousing and living conditions in the District of Columbia be obtained through a conference of this committee with a small committee (three or five) representing the women employees of the District; that Mrs. James A. Field be asked to form such a committee to confer with the committee of the Policies Board. Agreed to.

2. The chairman suggested the probable need for a permanent secretary, and a directing officer, or for one person to assume the duties of both. The secretary stated that the chairman of the Policies Board was then looking for men and woman equipped for such purposes.

3. The secretary read a communication dated June 12, 1918 from Mr. Stimson to the chairman of the Policies Board proposing a unified program for providing community service in war industry centers. Agreed to have Mr. Lee present the matter in further detail at the next meeting of the committee.

Adjourned to June 20 at 11 A. M.

Max Lowenthal, Secretary.

COMMITTEE ON CONDITIONS OF LIVING

Meeting of June 20, 1918 at 11 A. M.

Minutes

Present: Mr. Howland, chairman
Miss Lathrop
Mr. Childs
Mr. Marsh
Mr. Chenery
Mr. Lowenthal, secretary.

I - The chairman suggested that the committee add as member someone connected with the production activities of the government.

II - Mr. Joseph Lee and Mr. Cyrus Stimson, who met with the Committee, outlined their plan for centralization of the social and recreational services in industrial centres under the War Labor Policies Board and through the use of the machinery of the War Camp Community Service.

III - Mr. Childs reported that a quick survey of this by him had failed to disclose that the Housing Bureau had conferred with the workers of the District of Columbia.

The secretary reported that Mrs. Field would organize the committee of women workers called for at the previous meeting.

Agreed to hear this committee on Saturday June 23 at 9a.m.

IV.- Agreed to consider a general organization plan at meeting of the committee Tuesday, June 26, at 2p.m.

Max Lowenthal
Secretary

COMMITTEE ON CONDITIONS OF LIVING

Meeting of June 22, 1918, at 9 a.m.

Minutes.

Present: Mr. Marsh, acting chairman
Miss Lathrop
Mr. Childs
Mr. Lowenthal, secretary
Miss Davis, of the Housing Bureau

Committee representing the women workers of the District of Columbia:
Mrs James A. Field
Mrs Johnson
Miss Merrill
Miss Solomons

Mrs Field, for her committee, submitted a list of points to be considered.

Miss Davis outlined the plans now under consideration, and the committee representing the women workers of the District discussed the changes they would like to see made in the plans, including provision for small kitchenette apartments.

After discussion, the motion by Miss Lathrop, seconded by Mr. Childs, was carried to request the Bureau of Housing to furnish estimates as to the cost of the buildings planned (with the changes suggested by the committee of women workers) and of small kitchenette apartments, and of the number of residents which would be contemplated for each type of building.

Adjourned to Monday, June 24, at 4:30 p.m., to meet again with the committee of women workers.

Max Lowenthal

Secretary.

COMMITTEE ON CONDITIONS OF LIVING

Meeting of June 24, 1918, at 4:30 p.m.

Minutes

Present: Mr. Marsh, Acting Chairman
Miss Lathrop
Mr. Childs
Miss Abbott
Miss Davis. . . . . Bureau of Housing
Mr. Allen Robinson. Bureau of Housing
Mr. Chenery
Mr. Lowenthal, Secretary

Committee representing the women workers of the District of Columbia
Mrs. James A. Field, Chairman
Mrs. Mary Johnson
Miss McNally
Miss Merrill
Miss Solomon
Miss Speir, Secretary

Miss Davis reported that she had been unable to obtain the data called for at the last meeting.

Mrs. Field reported that at a meeting the preceding day, representatives of the women workers agreed that the cost for room rent should be $15 a month; second, that supervision should be no more than in the ordinary commercial hotel; third, that quality should be stressed in housing rather than quantity.

After discussion, the following motion by Mr. Childs, seconded by Miss Lathrop, was carried:

> Resolved, that the secretary be instructed to call upon Mr. Eidlitz and request that he prepare and submit to this committee at the earliest practicable date, a rough estimate of the comparative unit cost of housing of two types:-
>
> 1. Building of hotel type with at least 90% single rooms.
>
> 2. Apartment building with suites of from two to five single rooms, sitting room, bath and kitchenette.

Adjourned to June 25th at 2.P. M.

Max Lowenthal, Secretary.

WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of June 25, 1918- 6 P.M.

M I N U T E S

Present: Mr. Howland, Chairman
Miss Abbott
Mr. Childs
Mr. Marsh
Mr. Robinson of the Housing Bureau
Mr. Stinson of the War Camp Community Service
Mr. Braucher " " " " " "
Mr. Wier " " " " " "
Mr. Lowenthal

Mr. Childs reported that Mr. Eidlitz had designated Mr. Fenner to confer with the committee representing the women workers of the district.

Agreed that the secretary should notify the committee representing the women workers to confer with Mr. Fenner and to take up with the Committee Conditions of Living only major points on which no agreement could be reached between the women workers and Mr. Fenner.

Adjourned to June 28th at 3:30 P.M.

Max Lowenthal,

Secretary.

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WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of June 26, 1918 at 5:30 P. M.

MINUTES

Present: Mr. Howland, Chairman
Miss Abbott
Mr. Childs
Mr. Marsh
Mr. Lowenthal, Secretary

Minutes of the previous meeting were corrected by the addition of a notation that the Committee discussed at length with the representatives of the War Camp Community Service the subject of recreational service in industrial centres.

At this meeting there was further discussion on the same subject, followed by an agreement of the Committee on the following recommendations to the War Labor Policies Board:

1 - Recreational service should be provided in new industrial towns and in industrial centres having an exceptional war time growth in number of workers.

2 - This service should be centralized in one agency or unified group of agencies.

3 - A recreational commission should be appointed by the chairman of the War Labor Policies Board. On this commission the chairman should appoint, among others, Mr. Raymond B. Fosdick, or some person similarly equipped, a full representation of labor and representatives of the Government Production Departments.

4 - For recreation service in communities within the jurisdiction of the Housing Bureau, this commission should be advisory to the Bureau.

5 - Preferably, the funds used for this recreational service should be public funds and not funds privately raised. The Committee is advised that the provisions of appropriations already made may be sufficient to enable the use of such funds for this purpose and recommends that legal opinion on this point be obtained.

The Committee designated Mr. Marsh to ascertain what would be the view of organized labor with respect to the methods of providing this service if Government funds were not obtainable.

Adjourned to June 27th at 5:30 P. M.

Max Lowenthal,

Secretary.

WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of June 27, 1918 at 5:30 P.M.

M I N U T E S

Present: Mr. Howland, Chairman
Mr. Childs
Miss Lathrop
Mr. Marsh
Miss Abbott
Mr. Chenery
Mr. Lowenthal, Secretary.

Amendment to minutes of meeting of June 26th: add to point (4) - "and executive under the control of the Housing Manager".

Mr. Marsh reported that he had talked with Mr Gompers, who said:

1-- The control of recreational service should be in the Federal Government.

2 - The funds should be sought in the following order:

(a) From existing appropriations

(b) From the President's fund

(c) From Congress

(d) From private funds, even though raised as the Camp Community Service has heretofore raised such funds. Mr. Gompers felt the need too great, and that, therefore, failing public funds, private funds should be used.

The method of making up the Commission, as proposed

at the Committee's meeting of June 26th, was deemed by Mr. Gompers the appropriate one.

The Committee then agreed to submit a report to the Policies Board, including the recommendations adopted the preceding day and modifying the fifth item as follows: The foregoing order is the one in which the funds should be raised. The raising and expenditure of the funds should be subject to the control of the Commission above proposed.

The committee further agreed to the following report to the Policies Board:

Your Committee on Conditions of Living has organized a committee representing the women workers of the District of Columbia. This committee is now in conference with officials of the Housing Bureau on the subject of the construction and management of the houses to be provided in the district.

Any major points on which the conferees are unable to agree will be brought to the attention of your Committee on the Conditions of Living.

Agreed to have Mr. Childs request Mr. Eidlitz or whomever he may designate to meet with the Committee and outline the general plan of the Housing Bureau.

Adjourned subject to call.

Max Lowenthal,

Secretary.

June 28, 1918

To the WAR LABOR POLICIES BOARD:

Your Committee on Conditions of Living makes the following recommendations on the subject of recreational service in industrial communities:

1 - Recreational service should be provided in new industrial towns and in industrial centers having an exceptional war time growth in number of workers.

2 - This service should be centralized in one agency or unified group of agencies.

3 - A recreational commission should be appointed by the chairman of the War Labor Policies Board. On this Commission the chairman should appoint, among others, Mr. Raymond F. Fosdick, or some person similarly equipped, representative of the Government Production Departments and representatives of labor and industrial management at large.

4 - For recreation service in communities within the jurisdiction of the Housing Bureau, his commission should be advisory to the Bureau and executive under the control of the Housing Manager.

5 - The funds necessary for this recreational service should be preferably public funds, although if these are not obtainable privately raised funds should be used. Possible sources for the necessary monies include the following:

(a) From existing appropriations (if legal opinion discloses that any appropriations already made can be used for the purpose.)

(b) From the President's funds.

(c) From Congress.

(d) Privately raised funds.

The raising and expenditure of the funds should be subject to the control of the Commission above proposed.

Charles P. Howland,

Chairman.

June 28, 1918

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June 28th, 1918

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rd

(b) From the President's funds.

(c) From Congress.

(d) Privately raised funds.

The raising and expenditure of the funds should be subject to the control of the Commission above proposed.

Charles P. Howland,

Chairman.

June 29 1918.

Mr. Löwenthal:

I am sorry for interruptions. I am afraid my digest is too long, but it will be a full account for your minutes. I have a copyy of this material, and from it I will undertake to put in your hands tomorrow ear ly a single page digest of the whole proposition.

Dr. Stimson.

COMMITTEE ON CONDITIONS OF LIVING
MINUTES +
(REPORTS) – AUGUST, 1918

WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of August 1, 1918 11 A.M.
Miss Lathrop's office.

MINUTES

Present: Mr. Childs, presiding
Miss Lathrop
Miss Abbott
Miss Thorne
Miss Rockwood, Secretary
Mr. F.C. Butler, Director Community Organization Branch Industrial Service Section, Ordnance Department.
Mr. Chenery.

The Secretary reported that an inquiry is under way to discover what local authorities are doing to meet the hospital situation in Washington, D.C. Dr. Fowler, health officer, states that particularly for contageous diseases the facilities are entirely inadequate. The Secretary was instructed to consult with the Surgeon General's office to see whether this committee could be of service in securing additional accommodations.

A letter from the Y.M.C.A. War Council to the Secretary of Labor, which had been referred to the Committee, was read. Also a letter forwarded to the Committee by Mr. Leland in which the Y.M.C.A. offered its services to the Government. The Secretary was instructed to arrange a conference with a representative of the Y.M.C.A. and a conference with a representative of the Y.W.C.A. if that Association desired it.

The Secretary reported on a conference with Mr. A. Merritt Taylor, Director of Housing and Transportation, United States Shipping Board, and was instructed to send to the members of the Committee a brief statement of this conference.

Committee on Conditions of Living

Mr. Butler reported on community problems facing the Ordnance Department. The Department has 30 plants where houses are being built, and 500 communities where war contracts are held but no housing is being done. Existing cities are congested beyond the power of the local communities to handle situation. He urged the necessity of centralization of community work in these towns where the Ordnance Department, the Quartermaster General Department, Navy Department, etc., are interested, and that all production departments receive supervision from a central body instead of each department attempting to handle conditions for the particular factory in which it is interested,

Mr. Butler urged the value of using the prestige of the war Department in stimulating local communities to action. He described the situation in East St. Louis as a particularly bad example of community conditions and explained the program of his Branch for improving the situation. His organization provides for a representative of his Branch in each production district of the Ordnance Department. This representative visits local communities and arouses local authorities and committees to action. Mr. Butler feels that the contracts by employers on the Government reservations are sufficiently broad to provide for any necessary community work as the contract reads that the contractors shall "do all things needful" to secure maximum production.

Mr. Butler was asked by the Committee to submit a summary in writing of the information which he had given the Committee including the program for city betterment at East St. Louis.

Committee on Conditions of Living

The Committee authorized Mr. Childs to arrange a conference with Mr. Elliot Goodwin to consult with the committee on the questions of community organization.

The Committee adjourned on motion to meet at the call of the Chairman.

Edith Rockwood,

Secretary.

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INDUSTRIAL SERVICE SECTION

August 1, 1918.

From : Community Organization Branch, Industrial Service Section, Ordnance Department.

To : Committee on Conditions of Living,
Miss S. Rockwood Secretary,
Department of Labor,
Washington, D. C.

Subject : Field and Methods for Community Betterment in Industrial Cities.

1. The Community Organization Branch was created to take charge of the elimination or betterment of those community conditions adversely affecting the interests of labor or its families engaged in the production of ordnance. The extreme turnover of labor was found to be caused in many instances fully as much because of community conditions as of shop conditions.

2. The field of this branch has divided naturally in two parts. First, the Government owned or controlled reservations where all social, recreational and welfare advantages or facilities must be provided by the Government. In such instances the Government owns the reservation, pays no taxes, is not subject to state laws and cannot look for assistance with any certainty to the surrounding municipalities or territory.

THE GOVERNMENT COMMUNITY

In those reservations, which are under the control, usually, of some Company acting as the Government's agent, there have already been built houses, dormitories, factories, hospitals, stores, post offices, Y. M. C. A. huts and schools. These are furnished by the Government as a part of the manufacturing problem out of the funds available for the construction of each project. In such reservations no department of the Government has officially been given authority to control the conditions affecting the welfare of labor. The Community Organization Branch, however, has visited each of these plants and has submitted to the proper authorities, its recommendations regarding those things which may generally be classed under the head "Welfare Facilities".

Method of Work

In order to perform this function we have placed upon our staff one man with Industrial Welfare experience, another with Y.M.C.A. Industrial experience and another with Y. W. C. A. and girls' social work experience. These staff members are visiting the various projects and are urging the installation of those facilities necessary properly to protect the health, safety, ~~sentiments~~ convenience and welfare of labor and its families.

Recommendation on Government Reservation Communities

In view of the fact that no other department of the War Department except the Navies is concerned with such reservations and as these problems are entirely distinct and different from those of Navy and Shipbuilding, I wish to recommend that the Community Organization Branch be given authority to order the installation or discontinuance and the control of such welfare features in all Ordnance Plants. At the present time such matters are left entirely to the initiative of the Plant Managers, most of whom are untrained in social welfare and all of whom are busy with production. As a result, in most cases work of this kind, upon which the contentment and consequently the stability of labor depends, is going by default, or illy done. This centralization should include, in addition to schools, which have already been placed in charge of this branch, Y. M. C. A. and Y. W. C. A. houses, markets, post office facilities, hospitals, lunch rooms, transportation, police protection, sanitation, social conditions, etc.

EXISTING CITIES

The other phase of the work of the Community Organization Branch has been in the already existing city in which manufacturers are located who are engaged upon important Ordnance Production.

Our interests in such cities covers the whole scale of social life; unlike the Government owned city, we are able in existing cities to secure proper municipal and civic facilities only through the free co-operation of the community. There are, of course, no Government funds available for the provision of such facilities in existing municipalities.

Method of Work

We have placed in each of the Production Districts of Ordnance, a trained and experienced Community worker, a man who has had several years experience and given long study to the problem of organizing the citizens of a community for the civic betterment of their city. These supervisors are visiting those cities in which most important contracts are under way or in which a great influx of war workers has brought large problems. They first ascertain from the manufacturers of Ordnance those community conditions which are tending to affect labor adversely and then through many various factors effective to solve each separate problem.

For instance, these supervisors have found workmen being thrown out of their homes in large numbers through the flooding of their basements with foul sewerage; they have found the city erecting schools without taking into consideration the Bureau of Housing's program for new homes; they have found important Ordnance factories entirely at the mercy of fire, because of blocked railroad crossings, unmanned fire wagons and inadequate water supply; they have found transportation systems whose efficiency can be multiplied by simple changes in arrangement; they have found extreme cost of living, due to lack of co-operation. They have found many serious difficulties, all of them directly affecting the interests of the Government, all of which were remedial with the application of initiative, leadership and common sense.

In many cases they have found a city almost failing to function in its usual municipal activities and within a week have been able to leave that city properly carrying on its work.

Because of its urgency and importance, the writer himself visited the city of East St. Louis, and found a local living condition deplorable beyond description. This condition was almost directly responsible for the terrible riots and fires a year ago and almost may to lead to further trouble of the same kind unless altered. After several days study of the local situation and consultation with the best people of all interests, a complete civic betterment program was drawn up which provides for a city plan, a municipal survey of all departments, a study of the housing needs, a physical cleanup, extension of industrial welfare work, erection of community centers and neighborhood work, law enforcement, home

gardening, public markets, community recreation ~~and~~ campaign for the welfare of labor, work along racial lines, study and plan for playground development, campaign for public safety, for patriotism, etc. Within a week this program was adopted and organization practically effected and $200,000 pledged for carrying it out.

Recommendations re Organization for Existing Cities

In view of the fact that Quartermaster, Signal, and other divisions of the War Department, the Shipping Board and the Navy, are equally interested with the Ordnance Department in the conditions in these communities, I heartily recommend that the work in this connection be centralized for all departments. This can best be done in one or the other of the following ways:

(a) The appointment of a commission by the President or by the Secretaries of War and Navy, jointly.

(b) By the creation of a Bureau in the War Department reporting to the Secretary of War and the taking over and building up of the present Community Organization Branch.

If the first method is decided upon, I would urge that a commission be appointed, which will be purely advisory and not executive and that an executive director be named with the authority to create a staff of men and women skilled in the particular problem under discussion. I do not favor a working commission as I believe it is fundamentally unsound in method of organization; neither do I favor the taking over of this work by the War Camp Community Service which that Organization is recommending. The particular group of men on their staff are playground and recreational experts, while the problems involved in this branch are municipal and technical in character and should be entrusted to men who have training or experience in the widest sort of community work.

The second method has one very strong advantage which is that our experience has shown that the communities and public officials are responding interestedly and whole heartedly to any request or suggestion of the War Department. This response is

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August 1, 1919.

not given so freely to other branches of the Government. The military at this time has an especial appeal to the public. In fact, almost no request of the War Department to a Community will be disregarded. Commissioned men in uniform have a still greater appeal in securing the co-operation of Communities and individuals.

Inasmuch as work such as that described can be done only through the co-operation of the people, I cannot urge too strongly the wisdom of having the work functions through the War Department.

Respectfully submitted,

F. G. Butler

F. G. BUTLER,
In Charge, Community Organization Branch,
Industrial Service Section,
Ordnance Department.

WAR LABOR POLICIES BOARD

August 3, 1918.

Report of Committee on Conditions of Living
(To be considered at the meeting of
August 9, 1918)

The Committee on Conditions of Living endorses the principles of the attached bill, proposed by the Bureau of Industrial Housing and Transportation, authorizing the President to control rental charges in certain areas and recommends that the War Labor Policies Board address a resolution to Congress similar to the draft submitted below, urging the passage of the bill.

Richard S. Childs,

Acting Chairman.

PROPOSED RESOLUTION ENDORSING LEGISLATION TO CONTROL RENT PROFITEERING.

WHEREAS evidence is at hand which indicates that certain landlords in munition areas are endangering the national defense by unreasonable and excessive rental charges:

WHEREAS municipal authorities, lacking charter power to deal with the situation, have protested to the National Government:

WHEREAS the war production departments have found that such rentals cause industrial discontent and seriously retard war production:

WHEREAS Congress under the Naval Emergency Fund Act has provided effective protection against rent profiteering for ship workers:

WHEREAS protection should be extended to all industrial workers connected with industries essential to the national defense:

THEREFORE BE IT RESOLVED that the War Labor Policies Board recommend to Congress the passage of the accompanying bill granting to the President, for the period of the war, the authority to requisition all rights and interest in any building where war industrial workers reside and the land on which it is situated, the rental charge of which is deemed by the President to be unreasonable and excessive and for which, after due notice, he has been unable to secure the establishment of a fair and just rental charge.

WAR LABOR POLICIES BOARD

Proposed by the Bureau of Industrial Housing and Transportation.

A BILL

To provide further for the national security and defense by authorizing the President to control rental charges in certain areas, and for other purposes.

Be it enacted by the Senate and the House of Representatives of the United States of America in Congress assembled, that, by reason of the existence of a state of war, it is essential to the national security and defense for the successful prosecution of the war and for the support and maintenance of the army and navy that reasonable rental charges be provided and maintained in those areas, to be designated from time to time by the President, where industrial workers reside who are engaged in arsenals, ship-yards, navy-yards or other agencies of the United States and in industries connected with and essential to the national defense. For such purposes, only during the continuation of the existing war and until the close thereof as proclaimed by the President, the powers, authorities, duties, obligations and prohibitions hereinafter set forth are conferred and prescribed.

Section 2. That, in the event that the rental charge for any building or part thereof, situated in any area designated by the President in accordance herewith, is deemed by the President to be unreasonable and excessive, and he is unable after due notice to bring about the establishment and maintenance of a rental charge therefor which he deems to be fair and just, then and in that event only, the President is hereby authorized and empowered to requisition all right and interest in and to such building together with the land on which the same is situated, or in and to any part thereof: Provided, however, that no land, building or part thereof, shall be requisitioned hereunder for a term longer than the period until the close of the existing war as proclaimed by the President.

"Rental charge", as used herein, shall be deemed to include not only the sum or sums agreed upon as compensation in any lease or sub-lease, but also any additional sum of money or thing of value paid or payable as a premium or bonus or for the purpose of increasing directly or indirectly the compensation to be received for the use and occupancy of any land, building, or part thereof.

Section 3. That the President is hereby authorized and empowered to lease any land, building, or part thereof, requisitioned hereunder to such person and upon such terms and conditions as he may determine.

Section 4. That whenever any land, building, or part thereof, is requisitioned hereunder, the President shall make just compensation therefor to be determined by him. In determining such compensation, he

WAR LABOR POLICIES BOARD

Proposed by the Bureau of Industrial Housing and Transportation.

A BILL

shall take into account the rental charge which was made for such land, building, or part thereof, prior to the first day of August, nineteen hundred fourteen. If the amount so determined, is unsatisfactory to the person or persons entitled to receive the same, such person or persons shall be paid seventy-five per centum of the amount so determined, and shall be entitled to sue the United States to recover such further sum, as added to such seventy-five per centum, will make up such amount as will be just compensation therefor, in the manner provided by Section Twenty-four, Paragraph Twenty, and Section One Hundred and Forty-five of the Judicial Code.

Section 5. That the President may exercise any power or discretion herein granted through such agency or agencies as he may create or designate.

Section 6. That, if any clause, sentence, paragraph, or part of this Act, for any reason, shall be adjudged by any court of competent jurisdiction to be invalid, such judgment shall not effect, impair or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph or part thereof directly involved in the controversy in which such judgment shall have been rendered.

Section 7. That the President is authorized to expend so much of any sum or sums appropriated to carry out the provisions of the Act entitled "An Act to Authorize the President to Provide Housing for War Needs", approved May 16, 1918, as shall be necessary to carry out the provisions hereof. All monies received by the United States in carrying out the provisions hereof may be used as a revolving fund until June 30, 1919, for further carrying out the provisions hereof.

WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of Monday August 5, 1918 at 3 P. M.
Miss Lathrop's Office

MINUTES

Present: Mr. Childs, presiding
Miss Lathrop
Miss Abbott
Miss Thorne
Mr. Howard
Miss Rockwood, Secretary

Mr. Allan Robinson, Bureau of Industrial Housing and Transportation.

The Chairman read Mr. Butler's recommendations on the co-ordination of community work for war workers.

Mr. Robinson outlined his plan of management for the towns to be built by the Bureau of Industrial Housing as follows:

1. Town manager appointed by and directly responsible to the Washington office.

2. Under the town manager (1) business manager and (2) recreation manager.

3. Advisory council appointed by the Washington office, consisting of (1) Representative of Labor, (2) Representative of employers, (3) three citizens representing the community at large.

   This council to be advisory both to the Washington office and to the town manager.

4. Visiting inspectors appointed by the Washington office and solely responsible to that office.

Mr. Robinson stated that he had been uncertain as to whether the recreation manager should be responsible to the town manager or not. Miss Lathrop suggested that since the town manager would control funds the recreation manager would necessarily be subject to his supervision. The Committee agreed.

Committee on Conditions of Living

Mr. Robinson stated that to avoid local politics he had decided that in no case should a local man be appointed as town manager. The Committee suggested that he would protect himself against political pressure much more successfully by having the town managers appointed under civil service.

Mr. Robinson asked the opinion of the Committee on his decision that rents should be based on the market rental ignoring the cost of building. Mr. Howard called attention to the fact that present war rates would not be a satisfactory basis. Mr. Robinson said that by market rental he meant a fair rate for the type of housing in the given community without including the excessive increase due to war conditions. The Committee made no further comment.

Mr. Robinson stated that he would be glad to work with a Commission on Living conditions in whatever form it might be established.

Mr. Robinson was asked whether he would consider it feasible for each housing project to pay for services rendered by such commission, including a share of the overhead expenses. Mr. Robinson said that he would expect each housing project to pay for local expense of such services but that he would have to reserve his decision as to whether it should pay any share of the overhead expenses. Miss Abbott stated that she thought that such a commission should be provided with funds to meet its own expenses.

The committee adjourned to meet as soon as possible with representatives of the Y. M. C.A. and Y. W. C. A.

Edith Rockwood,

Secretary.

WAR LABOR POLICIES BOARD.

COMMITTEE ON CONDITIONS OF LIVING

Meeting of Wednesday, August 7, 1918 at 4 P. M.
Miss Lathrop's Office

MINUTES

Present: Mr. Childs, presiding
Miss Lathrop
Miss Abbott
Miss Thorne
Mr. Howard
Miss Rockwood, Secretary

Mr. Giles Whiting Representing the Y. M. C. A.
Mr. John J. Egan War Work Council
Miss Freedman Representing the Y. W. C. A.
War Work Council.

Mr. Egan discussed one Y. M. C. A. plant, with which he was well acquainted, as typical of the work which the Y. M. C. A. is equipped to do in industrial centers. This Y. M. C. A. offers assembly rooms, club rooms, some sleeping rooms, bath facilities, etc., it is the movie center for the community, all athletic life centers here, the restaurant is used by the entire community, educational facilities are provided and in addition there are many other types of activity. It is partly self-sustaining. The employers make up any deficit at the end of the year. On the board of directors there are representatives of both the employers and employees.

Mr. Egan said that he felt the two great advantages of using an organization like the Y. M. C. A. were (1) that it offered neutral ground on which the employers and employees could meet and (2)that it offered trained leadership.

Mr. Whiting explained that formerly the Y. M. C. A. was managed by the international committee. The war necessitated a War Work Council to supervise the work in the camps and industrial communities. This council is not selected on a religious basis. The human side of the work is emphasized and religious education is given only if desired.

Financial arrangements for each individual Y. M. C. A. have been made separately so that there is no general policy. Usually the town gives the land, the industry puts up the building, the employees provide the funds for operating and any deficiency is met by the industry. On the government reservations, operated on a cost plus basis, the Government pays all expenses for Y. M. C. A. operation. The men manage their own committee work and the Y. M. C. A. secretaries do executive work for them.

Committee on Conditions of Living.

Under the War Work Council a special division is organized for work in industrial communities.

Mr. Howard called attention to the fact that there had been a feeling among labor groups that the Y. M. C. A. is an employer's organization. In the West the Y. M. C. A. employment agencies have been used by employers for recruiting during time of strikes.

Mr. Whiting said that the Y. M. C. A. was neutral on labor questions, that it was interested in the human creature, his comfort, education and family. In going into a plant, the Y. M. C. A. representative first consults the employers and then consults the foremen and the request to start a Y. M. C. A. comes from both employer and employees. Often the first facility provided is baths for the comfort of the men.

Mr. Howard suggested that the foreman was not a representative of the men and that the Y. M. C. A. would be more successful if it recognized the employees' own organization.

Miss Freedman, for the Y. W. C. A. said that the Y. W. C. A. was a protestant organization which had a definite job to do and which realized that it could not undertake everything. When the war began a War Council representing all sects, was organized and the policy was adopted not to organize Y. W. C. A.'s in war camp communities but to put the experience of the Association at the disposal of the Government to be used as the Government should determine. The community workers were therefore placed on the staff of the War Camp Community Service.

In certain cases local Y. W. C. A.'s facilities were expanded to meet increased numbers of girls but no new war Y. W. C. A.'s were organized. Hostess Houses at the camps have Jews and Catholics as well as Protestants on their staff and while the Y. W. C. A. have organized them the name Y. W. C. A. is not used.

The Association has not undertaken any housing although in one case a dormitory was erected at the request of the Government on the understanding that it should serve as a model dormitory for other industrial camps. The room registration service conducted by the local Y. W. C. A.'s has been improved to meet war conditions.

The Association does not connect itself with individual industries but works with girls of many industries. The principles of the eight-hour law, minimum wage and collective bargaining were endorsed early in the history of the industrial work. The Association does not connect itself with either labor or management. In Bridgeport, Conn. workers have been sent in to help organize the girls who have adopted a special button and call themselves the "Women's Industrial Army". The Y. W. C. A. name is not used.

Committee on Conditions of Living.

The Association is ready to finance work in war industrial communities and to provide buildings if necessary. It desires instruction by the Government as to the work it should do. It can not do the whole job but it is ready to cooperate and do whatever is possible.

Miss Freedman was asked whether she thought federal centralization was needed in the supervision of community work. She said that the work needs heading up. There ought to be a central authority locally and nationally to tell each agency what its share of the work is and to explain this to the plant management and to the workers.

The Committee requested Mr. Whiting and Miss Freedman each to submit a memorandum for their organization stating what their Associations are able to do and what federal organization they feel to be necessary.

Committee adjourned to meet at the call of the Chairman.

Edith Rockwood,

Secretary.

ML

MEMORANDUM August 5, 1918

To: Committee on Conditions of Living
From: Miss Rockwood
In Re: Proposed brief to support recommendation for creation of Commission on Living Conditions of War Workers.

To secure maximum production, all war production departments face the necessity of providing proper living conditions for war workers. The past year has brought many cities connection so great that it is beyond the power of local authorities to cope with the situation single handed.

High wages soon lose their attraction for a workman in a town where he finds no home adapted to his family needs, an inadequate water supply and sewerage system, over-crowded schools for his children, an insufficient supply of food and high prices because of such lack in the supply, slow and crowded transportation from home to factory and other equally distressing conditions.

One ordnance plant has had a labor turnover of 200% in months due primarily to living conditions. In East Boston one hundred families were ready to move because of sewage in their basements. Investigation showed a man 71 years old in charge of the broken pump for which he could not secure a necessary repair part from the city authorities. Such conditions cannot be permitted to retard war production.

The situation will be relieved in part by the government houses now being erected under the following departments:

U. S. Shipping Board - 21 housing projects - to be operated by shipbuilders.

U. S. Housing Corporation - Housing projects - to be operated directly by Corporation

Ordnance Department - 21 Housing projects - to be operated by employers acting as agents for the government.

In all of these communities the departments in charge must provide or arrange for municipal services such as sanitation, water, schools, transportation, recreation, etc.

In addition to these housing projects there are 500 or more towns where workers are in acute need of federal assistance to stimulate local authorities to provide necessary facilities for living.

The Community Organization Branch, Industrial Service Section, Ordnance Department with a small staff is attempting to meet the situation in the towns where there are munitions plants. These same towns often have plants manufacturing for the Quartermaster general's department, the Navy Department and the Shipping Board.

Several private organizations are ready to offer their services in war industry communities but the present division of authority makes it impossible forthwith to develop and finance a national program for their share of the work.

Since the problem faces all departments and they cannot meet it separately without duplication of effort, it is deemed advisable by this Committee to recommend the creation of a Commission on Living Conditions of War Workers in the Labor Department to serve as the agent for all War Production Departments.

The Commission form of organization is recommended because a group of carefully selected specialists on municipal affairs can suggest improvements with greater effectiveness than a single official, however competent.

E R : E B S

WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of Monday, August 12 1918 at 2.30 P. M.

Miss Lathrop's Office

MINUTES

Present: Mr. Childs, presiding
Miss Lathrop
Miss Thorne
Miss Abbott
Dr. Barnett
Miss Rockwood, Secretary

Mr. Raymond L. Fosdick, chairman War and Navy Department Commissions on Training Camp Activities

The Secretary reported that the War Labor Policies Board at its meeting August 9th endorsed the principles of the bill to control rent profiteering as recommended by the Committee.

The Committee discussed with Mr. Fosdick the service which the War Camp Community Service might render under the proposed Commission on Living Conditions of War Workers.

Mr. Fosdick explained that the organization of the Commission on Training Camp Activities in the War and Navy Departments was the outgrowth of conditions in Texas during the period when the National Guard was stationed there. On the outbreak of the present war, the Y. M. C. A. was immediately chosen for the work in camps because it was the largest organization working with young men and funds available. Later the Jewish Welfare Board and the Knights of Columbus were admitted on the same basis. The National Playground and Recreational Association was chosen for general community work because of its experience, first, in organizing playground work, and later, in general recreational service. It has maintained a nominally independent relation to the Commission.

Committee on Conditions of Living

The value of its personel and expert supervision has been enormous. There has been a big advantage in working with an established organization, although it had to be largely made over. There is no organization which is expert on recreation in industrial centers. To select an association with existing machinery is the quickest way of getting at the problems. The need is shockingly great. The policy of the Commission has been to make the War Camp Community Service the official government agency for organizing and coordinating local activities. It makes use of all available facilities and builds both local organizations and physical equipment where necessary. The Department of Labor should assume primary control. Probably 50 per cent of the men employed by the Playground and Recreation Association would be fitted to handle industrial situations.

Only 15 per cent of the 150 towns now organized by this agency would be classed as industrial.

Mr. Fosdick was asked his opinion as to the relative value of a commission or board as compared with a single executive in such work.

He stated that he approved a commission made up of men of special knowledge. The advice of such a commission was of great value in problems so complex, and their suggestions were more acceptable to communities. He approved of the payment of salaries to board members.

The Secretary was instructed to arrange a committee conference with Mr. A. Merritt Taylor, director Housing and Transportation, U. S. Shipping Board.

The Committee adjourned to meet at 4 P. M. August 13.

Edith Rockwood,

Secretary.

WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of Monday, August 12, 1918 at 2.30 P. M.
Miss Lathrop's Office

MINUTES

Present: Mr. Childs, presiding
Miss Lathrop
Miss Thorne
Miss Abbott
Dr. Burnett
Miss Rockwood, Secretary

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Committee on Conditions of Living.

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The Committee adjourned to meet at 4 P. M. August 13.

Edith Rockwood,

Secretary.

WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of Tuesday, August 13, 1918 at 4 P. M.
Miss Lathrop's office.

M I N U T E S

Present: Mr. Howland, presiding
Miss Lathrop
Miss Abbott
Miss Thorne
Mr. Childs
Mr. Howard
Dr. Barnett
Miss Rockwood, Secretary

The Committee took up the proposed committee report on a Commission on Living Conditions of War Workers for discussion.

The Chairman requested the reasons for recommending that the members of the commission be paid. The reasons given were that, in any case, such members were paid by someone and lent to the Government; that direct payment by the Government was better. If not paid, membership is confined to the class of men who can contribute their services or who belong to organizations that can contribute their services. The general feeling was that paid service would be more dignified and effective.

The plan of organization was modified to read as follows:

"Because the problem of providing proper living conditions for workers concerns all war production departments, and its solution is necessary for sustained production of war materials, a COMMISSION ON LIVING CONDITIONS OF WAR WORKERS is needed to centralize and co-ordinate all efforts -- both public and private -- to secure proper

Committee on Conditions of Living.

living conditions and recreational opportunities for war industrial workers. In accordance with the policy of the President in centralizing the war labor administration in the Department of Labor, the proposed commission should be in that Department.

The Committee's suggestions as to the duties of the board, its personnel, sources of funds and probable relation to other departments of the Government and to private organizations follows:

1. AN ADMINISTRATIVE PAID BOARD consisting of a chairman and four members.
1

   Salaries $5,000 to $6,000.

2. APPOINTMENT by President or Secretary of Labor upon the authorization of the Civil Service Commission. The members of the Board should be selected on the basis of experience in the study and solution of the problems of living conditions in industrial centers.

   The Committee on Conditions of Living will be glad to assist in securing or suggesting candidates if desired.

3. DUTIES OF COMMISSION. To investigate and report on living conditions of war workers in whatever communities war industries may be located and to advise and assist local authorities and government boards, bureaus and departments with a view to securing conditions conducive to maximum production.

   Its relation to existing government boards and bureaus and to private organizations will be advisory except as administrative action may be required.

   The Commission should make use of all national and local agencies, official and voluntary, and in no case assume responsibility properly belonging to local authorities unless local agencies are unable to function.

Committee on Conditions of Living.

4. STAFF ORGANIZATION would require specialists on the following matters among others:

a. Recreation

b. Education

c. Public Utilities

d. Public Safety

e. Health and Sanitation

5. SOURCES OF FUNDS.

a. Initial appropriation of $100,000 from the President's fund.

b. Congressional appropriation after Commission has formulated its plans and prepared an estimate of its requirements."

The Secretary was instructed to indicate in the heading of Exhibit A, accompanying the report, the sources from which the illustrations were drawn and the fact that part of the conditions reported had already been remedied.

With this exception the brief submitted in support of the report was approved.

The Secretary was instructed to call a meeting of the Committee when Mr. Taylor , of the U. S. Shipping Board, could confer with the Committee.

Edith Rockwood,

Secretary.

E R : E S

WAR LABOR POLICIES BOARD

PROPOSED REPORT OF COMMITTEE ON CONDITIONS OF LIVING

(To be considered at meeting of Committee August 1[illegible])

THE COMMITTEE RECOMMENDATION -- A COMMISSION ON LIVING CONDITIONS OF WAR WORKERS.

On June 29th the Committee on Living Conditions recommended a Federal RECREATIONAL COMMISSION to provide recreational service in industrial centers having an exception[illegible] growth in the number of workers. After further consideration the Committee believes the need is wider than the plan recommended provides for and now is of the opinion that the Commission should include within its scope all phases of the relations of the community to the war workers.

Because the problem of providing proper living conditions for workers concerns all war production departments, and the solution is necessary for sustained production of war materials, COMMISSION ON LIVING CONDITIONS OF WAR WORKERS is needed to coordinate all efforts -- both public and private -- to provide proper living conditions and recreational opportunities for war workers. In accordance with the policy of the President in centralizing the war labor administration in the Department of Labor, the proposed Commission should be in that department.

Your Committee recommends that the Commission on Living Conditions of War Workers personnelle, and its problems, elevated to other departments of the Government, be guided by organization policies:

A. TENTATIVE PLAN FOR FEDERAL SUPERVISION OF LIVING CONDITIONS OF WAR WORKERS.

"Commission on Living Conditions of War Workers".

1. An administrative paid board, appointed by the President on the request of Secretary of Labor.

2. Size - five members.

3. Scope of Commission - To investigate and report on living conditions of war workers in and over communities of industries may be located and to aid and assist local authorities and government agencies, Bureaus and Departments with a view to securing conditions conducive to maximum production.

The Commission would doubtless find it advisable to make full use of all local agencies, official and voluntary, and in no case to assume responsibility properly devolving to local authorities unless local agencies are unable to function.

4. Its relation to existing government bureaus and bureaus and to organizations would probably be advisory except as administrative action might be required.

a. Advisory to Bureau of Industrial Housing and Transportation especially on questions of recreation.

Not to be included in committee report.

b. Advisory to Bureau in Board towns if necessary.

c. Advisory and informational to Ordnance Department and to employees in Ordnance towns operated by employers.

d. Advisory and informational to departments interested, to local authorities and to citizens in 500 or more towns where war work is being done and no government houses are being built.

5. Staff organization should include experts on the following:

a. Recreation

b. Education

c. Public Utilities

d. Health

e. Other civic conditions

6. Funds.

a. Initial appropriation of $100,000 from President's Fund

b. Congressional appropriation later.

(1) Direct appropriation or

(2) Appropriation for granting federal aid to communities which would provide additional funds needed.

7. Suggestions for Personnel of Commission.

REASON FOR COMMISSION FORM OF ORGANIZATION.

In preparing its recommendation, the Committee carefully considered the relative merits of the single executive as against the board or commission form of organization. The latter was incorporated in the report because as a wartime measure, this governmental agency must make expenditures to local communities on many of which have heretofore been entirely within the jurisdiction of state and local authorities. While in the form of advice, such expenditures should have in effect the force of orders since their execution will be deemed essential to war production. In the opinion of the Committee, there will be greater willingness to accept such advice if it comes from a group of persons of recognized experience on the questions at issue rather than from a single executive, however competent.

(To be supplemented by special reasons applying to type of Board finally recommended)

B. Tentative Plan for Federal Supervision of Living Conditions of War Workers.

The War Labor Policies Board to recommend:

1. Appointment by the President at the request of the Secretary of Labor of a "Commissioner on Living Conditions of War Workers" or

   Creation of a Bureau of Living Conditions of War Workers in the Department of Labor. The Chief of the Bureau to be appointed by the Secretary of Labor.

2. Duties of Commissioner or Bureau -- To invest in to and report on living conditions of war workers in whatever communities war industries may be located and to advise and assist local authorities and federal boards, bureaus and departments in securing conditions conducive to maximum production.

(The relation of such a Commission or Bureau to existing organizations and its staff organization would be similar to suggestions for Commission (See preceding plan)

Funds should also be provided in the same way as in either plan)

THE NEED FOR A COMMISSION ON LIVING CONDITIONS OF WAR WORKERS.

Production departments now realize that opportunities for recreation, schools for the children, an adequate water supply, a sewage system, market facilities, etc., must be provided if the labor force is to be kept stable and efficient. Local authorities in well established communities are [illegible] important work problems. [illegible] which the war has brought them are [illegible] for the United States to take the initiative. Government officials and agents who control conditions in new industrial centers have usually been men experienced in inside industrial management rather than in the community aspects of production.

As a result, deplorable physical conditions have been tolerated. Isolation has been unrelieved by provision for social and community life and preventable discontent has, in consequence, spread. Some typical illustrations of conditions in both types of war industry communities are attached in Exhibit A.

HOW THE NEED IS BEING MET AT PRESENT.

1. By government departments or agencies through control of housing or public utilities projects.

a. U. S. Shipping Board or Emergency Fleet Corporation has under way 21 housing projects which will be managed by the ship-building companies. Here the relationship is both that of landlord and employer. Experience shows that unusual supervision secures better results in general social organization.

b. Ordnance Department (War) has under construction 21 housing projects which are to be operated on a cost plus basis by the employers acting as agents for the Government.

Here too the existing combination of employer and landlord results in the difficulty referred to under (A).

c. Bureau of Industrial Housing and Transportation and U. S. Housing Corporation.

Between 50 and 60 housing projects have been undertaken by the Bureau of Industrial Housing and Transportation ranging in size from a group of houses to an entire town.

The operating division of the Bureau of Industrial Housing and Transportation will have trained managers for all its housing projects. These managers will consider and endeavor to provide for the community needs of the people who live in the government houses. They will, however, be in the relation of landlord to the community. The director of the operating division believes the assistance and advice of another agency specially fitted to meet the recreational and social problems of these communities, will be needed.

2. By the Community Organization Branch of the Industrial Service Section of the Ordnance Department (War).

This branch is attempting with a staff of twelve persons to make conditions favorable for production in hundreds of towns where ordnance contracts are being filled. The inadequate staff and heretofore inadequate authority has made it impossible for this service to do what it feels should be

done. It reports proper cooperation by the local authorities when ways of meeting the needs are pointed out. This section finds that in addition to the Ordnance Department, which it represents, the Quartermaster's Department, the Bureau of Air Craft Production, the Shipping Board and other production departments are often interested for the same reason in the same towns. Centralized contact and leadership is therefore necessary.

3. By private organizations.

Private organizations which have offered their services to the committee can such, it is believed, make an individual contribution to the solution of the various problems involved. Some work has already been undertaken by them especially along recreation lines. No one of them has done the general community work which the facts indicate to be needed at this time.

EXHIBIT A. ILLUSTRATIONS OF LIVING CONDITIONS IN WAR INDUSTRY COMMUNITIES.

Inadequate Health Protection.

1. Commissaries.

a. Nitro, W. Va.

The Community Organization Branch, Ordnance Department, reports that a private company has contracted to manage the commissary at Nitro and receives 5% of the purchase price of all supplies and 5% of the labor cost. Its only expense seems to be the salaries of two resident directors. This company received $17,496 for the month of May and $32,153 for the first five months of the year. The government itself has received the following gross profits from the operation of the commissary.

January 9th	to March 31	$24,302
April 1st	to April 27	150,276
April 28	to June 14	191,307

The restaurant buildings at Nitro were found to be poorly lighted and poorly ventilated; the flies were innumerable and the floors were wet. The counter service is such that some of the men have to wait in line twenty minutes in the hot sun or rain before obtaining their food. The men complain that the prices of food are too high for the amount received. That something is wrong is shown by the fact that only about 40% of the total number of meals have been furnished to the men. A large percent of the rest of the men are said to have eaten canned goods, crackers, etc., and a few cooked their own meals on the river bank.

Farmers are prohibited from selling their products to the families on the reservation as the commissary company has an exclusive contract. Many of the local farmers have put in large gardens and cannot dispose of the produce through the commissary company as it is reluctant to handle fresh vegetables or serve them in the mess halls.

b. Old Bridge, N. J.

At Old Bridge the meals are being served under tents and the food is prepared in unprotected kitchens with flies swarming over everything. There is no systematic inspection of the water and milk with consequent intestinal trouble among the workers, and loss of time by large numbers of men.

2. Malaria.

At Old Hickory, Tennessee cases of malaria are common, [illegible] yet nothing is being done to kill the mosquitoes or drain the swamps near the reservation.

Although there are 65,000 to 75,000 people at Old Hickory, the only hospital that can be provided in the contracting sixteen beds for whites and sixteen for negroes -- so inadequate as to be almost useless.

3. Chester Pa. - Report of Pennsylvania State Board of Health.

In addition to bad housing conditions which will be in part remedied by government housing now under construction, the following evils requiring immediate correction were reported: neglect to compel restaurants proprietors to conduct their places in a sanitary manner; antiquated, unsanitary and insufficient number of school buildings; insufficient number of telephones in the department of city; improper care of infants due to crowded conditions of dwellings; low standard of morals among many of the young people of the city; lack of city or state hospitals to take care of the injured or sick; an insufficient number of physicians in the city; no [illegible] line of preventive facilities of a beneficial nature.

4. Defective Sewerage System.

At East Rollins, Ill. the cellars of more than a hundred houses most of them occupied by employees of the Warner Ordnance Company, were flooded with water and sewage. A man 73 years old was in charge of the sewage plant. For weeks he had been unable to get the City Council to provide a necessary repair part. The representative of the Ordnance Department brought the situation to the attention of the Mayor and the council, the repair part was secured and within twelve hours the sewage in the basements had lowered eighteen inches.

5. Sanitation.

The housing for the shipbuilders at Orange, Texas is cheap and unattractive. Rents have doubled since January. Two and three families are living in houses planned for single family dwellings. The only sewer is a surface drain breeding flies. The houses are not screened. In one case 27 people from 4 or 5 houses used one dry outside closet. The men and the managers claim a loss of efficiency due to these conditions varying from 40 to 50 per cent.

Failure to appreciate value of recreation.

At several plants the local [illegible] interest in the work the Y. M. C. A. is doing for the men. This is due largely to a lack of vision on the part of the [illegible] of the office they owe to their labor. At Plant No. [illegible], Ala., recreation buildings were erected for the use of the employees, but the [illegible] have now taken these overseas since hostilities, thus stopping excellent work that was being done.

At Woodbury, N. J. nearly 2,000 women are being employed, but absolutely nothing has been furnished for their amusement or recreation, although the plant is located in an isolated region. It is obvious that these employees will not remain in such unattractive surroundings unless some facilities are provided for their welfare, outside of work hours.

Church Facilities.

The church authorities are [illegible] to meet the expense of church facilities for many of the new plants, but as yet, no single federal agency has the authority to decide what church facilities shall be permitted or to take [illegible] the churches or denominations.

Post Office Facilities

The post office facilities at Niles, O. are so inadequate that never 1 hundred men go without their noon-day meal in order to wait in line for the chance to get their mail or send postal money orders to their families. Mail in many cases has been held in the post office for two weeks before it [illegible] proper owners. Many men stop work during the day in order to [illegible] out of line at the office when it is not crowded.

Schools.

At East Moline the board of education [illegible] $15,000 for a new school building to relieve overcrowding, but it did not occurred to the board to locate it with relation to the two hundred new nearby houses under construction. The president of the board promptly responded to the suggestion that these houses be considered in determining the location of the new building.

Complaints against Plant Police

At Plant No. 2 at Sheffield, Ala. a Police Force has been recruited, it is alleged, from the ruffians of east side New York. Many claims are made that these men take delight in beating up local employees. They are also accused of having themselves committed many crimes under the shield of their authority. They are, in fact, said to have threatened commissioned officers of the Ordnance Department.

Fire Protection.

Several munitions plants at East Moline, Ill. were found to be dependent on its fire protection. The intention had been to connect with the Moline water system in case of fire. At the time of the visit of the Ordnance Department representative no one knew where the connecting valve was located. It was found under water at the bottom of a cistern with a 18" manhole, more than a mile from the fire station. The Council agreed to provide facilities for instant connection with the Moline water supply to be ready in case of need.

Most of the plants are located on the other side of the railroad track from the fire station. The crossings to these plants have been permitted to be blocked for long periods by standing freight trains. The fire department consists of one small motor driven truck and a fire chief. These conditions are to be regarded.

EXHIBIT B. OFFERS OF SERVICE RECEIVED BY THE COMMITTEE

THE NATIONAL PLAYGROUND AND RECREATION ASSOCIATION.

This association has offered its personnel and resources to be used as an executive agency under the supervision of a federal commission to organize recreation and community work in towns where war industries are located. In case such a relationship were to be established, the association suggests that Mr. Raymond B. Fosdick be chairman of the commission for the purpose of correlating its activities with the Navy and War Department Commissions on Training Camp Activities of which he is chairman.

It further suggests that Mr. Joseph Lee, president of the National Playground and Recreation Association be one member of such a commission and that Mr. Howard S. Braucher, its executive secretary, be the executive agent for the new commission. on recreation problems.

This proposed organization parallels that of the community organization work of the War and Navy Commissions on Training Camp Activities. For the period of the war the National Playground and Recreation Association has placed itself at the disposal of these commissions and, as the War Camp Community Service, is handling the community organization phases of recreation for the two commissions.

GENERAL WAR-TIME COMMISSION OF CHURCHES.

The General War-time Commission of Churches writes to the Committee of Conditions of Living as follows: "If there is any way in which we can assist your Committee in creating and maintaining wholesome living conditions among the heavily increased populations and new communities so as to maintain the morale and increase production we shall be glad to do so."

NATIONAL COUNCIL OF DEFENSE.

The National Council of Defense, State Council Section urges "that all Federal Departments, when planning to extend their organizations into the states, will consider carefully the advisability of utilizing the existing State Council system; and that in cases where these departments have established federal agencies in the states, they accompany requests for new work by these agencies with the suggestion that state council machinery be utilized wherever possible, for the sake of economy and the better articulation of war work."

Y. M. C. A.

Y. W. C. A.

Exhibit B.

Suggestion from J. D. Leland, 3rd Vice President, U. S. Housing Corporation.

Mr. Leland suggested that a new bureau be created in the Department of Labor to be known as the Bureau of Employer's Service and to furnish employers advice on the best methods of employment management including the entire range of the employer's responsibility to his employees. Mr. Leland subsequently suggested that this proposed service should be combined with the supervision of living conditions of war workers under an advisory commission composed of the best qualified men in the country on the various phases of employment management, If such a bureau were created, eventually it might prove expedient to transfer to its jurisdiction the management of housing projects constructed by the Bureau of Industrial Housing and Transportation.

WAR LABOR POLICIES BOARD

COMMITTEE ON CONDITIONS OF LIVING

Meeting of Tuesday, August 20, 1918, at 11 A. M.
1607 H Street

MINUTES

Present: Mr. Childs, acting Chairman,
Dr. Barnett,
Miss Thorne,
Mr. Howard,
Miss Abbott,
Miss Rockwood, secretary.

Mr. H. G. Aron, representative of the Housing and Transportation Division, U. S. Shipping Board.

The Committee discussed with Mr. Aron the proposed Commission on Living Conditions of War Workers. Mr. Aron felt that such a commission would be helpful in war communities provided it is given sufficient power; and that the commission should study local conditions carefully before making recommendations so as not to arouse conflict with municipal authorities.

With relation to the Emergency Fleet Corporation, he said that they had no intention of organizing along the lines proposed for the commission; that the commission would be of service to the corporation in determining whether its progress for housing was being defeated by poor methods of operation or the development of unsatisfactory conditions; but that great care should be taken in dealing with realty companies in order not to arouse their antagonism. He felt that no investigation of living conditions should be made in the towns under the control of U. S. Shipping Board without their consent.

Committee on Conditions of Living.

He was asked whether it would not be possible to bring pressure to bear on shipbuilders who failed to recognize the importance of maintaining proper living conditions by refusing to provide them with labor.

He said that the business of the Shipping Board was to build ships and that the Board could not or probably would not use its power over shipbuilders or communities in such a way as to restrict the output. In dealing with communities on behalf of the Board, he has found that they respond pretty well when a lot is said.

The Committee discussed the advisability of a clause providing that the Commission could make no investigation without the consent of the Department whose work other was being filled in the communities.

Committee adjourned to meet at 2 P. M.

Committee Reconvened at 2 P. M., the same members being present with the exception of Mr. Aron.

The clause assigning the duties of the commission was revised to read as follows:-

"In cooperation with federal boards, bureaus and departments, to investigate living conditions of war workers in whatever communities war industries may be located, and to advise and assist such boards, bureaus and departments or local authorities with a view to securing or providing conditions conducive to maximum production

The Commission's relation to existing government departments, boards and bureaus will be advisory. It should make use of all national and local agencies, official and voluntary, equipped to be of service in the various phases of community development. It is believed that the War Camp Community Service could be especially helpful in

organization of community recreation. The Commission should in no case assume responsibility properly belonging to local authorities unless local agencies are unable to function."

The secretary was instructed to consult the Civil Service Commission as to the proper wording of the clause on appointments.

The rest of the report was approved as presented.

Committee adjourned.

Edith Rockwood,

Secretary.

Note:-

After consultation with the Civil Service Commission, the clause on the appointment of the commission was amended to read as follows:

" Appointment under Civil Service by the Secretary of Labor in accordance with the Executive Order of March 26, 1917, which reads:

> When the Civil Service Commission decides that, because of a public exigency, there is need of the immediate filling of a position for which there is no suitable eligible, the Commission may authorize the filling of such position by the appointment of a person shown to be qualified by such non-competitive tests of fitness as the Commission may prescribe.

The members of the Board should be selected on the basis of experience in the study and solution of the problems of living conditions in industrial centers."

The approval of the members of the Committee to the above clause was obtained by telephone.

E R : E S

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

WAR LABOR POLICIES BOARD

August 20, 1918.

To the Chairman of the War Labor Policies Board:

On June 28th the Committee on Living Conditions recommended a Federal RECREATIONAL COMMISSION to provide recreational service in industrial centers having an exceptional war-time growth in the number of workers. After further consideration and consultation, the Committee feels that the need is wider than the plan recommended provides for, and now is of the opinion that the Commission should include within its scope all phases of the relations of the community to war workers. The attached report is therefore submitted.

Signed

Charles P. Howland,
Chairman,

Committee on Conditions
of Living.

WAR LABOR POLICIES BOARD

REPORT OF COMMITTEE ON CONDITIONS OF LIVING

August 20, 1918.

(To be considered at meeting August 23, 1918)

THE COMMITTEE RECOMMENDATION -- A COMMISSION ON LIVING CONDITIONS OF WAR WORKERS.

The problem of providing proper living conditions for the workers concerns all war production departments. Its solution is necessary for sustained production of war materials. The Committee on Conditions of Living therefore recommends the establishment of a COMMISSION ON LIVING CONDITIONS OF WAR WORKERS to centralize and coordinate all efforts, both public and private, to secure proper living conditions and recreational opportunities for industrial war workers. In accordance with the policy of the President in centralizing the war labor administration in the Department of Labor, the proposed commission should be in that department.

THE NEED FOR A COMMISSION ON LIVING CONDITIONS OF WAR WORKERS.

The attention of the War Labor Policies Board was first called to the labor aspect of living conditions by the War Department. Investigation shows that all production departments are now coming to realize that opportunities for recreation, schools for the children, an adequate water supply, a sewerage system, market facilities, etc., must be provided if the labor force is to be kept stable and efficient. Local authorities in well established communities which have become important war producing centers have not always appreciated the new community problems which the war has brought them and, except in rare instances, are waiting for the United States to take the

initiative. Government officials and agents who control conditions in new industrial centers have usually been men experienced in inside industrial management rather than in the community aspects of production.

As a result, deplorable physical conditions have been tolerated Isolation has been unrelieved by provision for social and community life and preventable discontent has, in consequence, spread. The Committee was told of defective garbage disposal, contaminated milk, insufficient school buildings, inadequate hospital facilities, low standards of morality among the young people, lack of recreation facilities and brutality on the part of the plant police. Condition such as these render it impossible for the workers to make the maxim contribution of which they are capable.

The commissary provided for the construction workers at Nitro is an example of the conditions which have been permitted to develop. Here the restaurant buildings were poorly lighted and poorly ventilated; the flies were innumerable and the floors were wet. The counter service was such that some of the men had to wait in line twenty minutes in the hot sun or rain before obtaining food. The men complained that the prices of food were too high for the amount received. That something was wrong is shown by the fact that only about 42% of the total number of meals have been furnished to the men. A large per cent of the rest of the men were said to have eaten canned goods, crackers, etc., and a few cooked their own meals on the river bank. Farmers were prohibited from selling their products to the families on the reservation as the commissary

company has an exclusive contract.

A private company had contracted to manage the commissary at a cost of 5% of the purchase price of all supplies and 5% of the labor cost. Its only expense seemed to be the salaries of two resident directors. This company received $17,498 for the month of May and $33,153 for the first five months of the year. The following gross profits from the operation of the commissary were reported:

January 8th	to March 31st	$24,902
April 1st	to April 27th	50,935
April 28th	to June 1st	121,607

Other concrete examples of conditions demoralizing from a production standpoint which should be prevented rather than corrected, are submitted in Appendix A.

The necessity for prompt and unified action by the national government to insure wholesome living conditions and recreation for war workers, was emphasized by Mr. Raymond B. Fosdick, Chairman of the Commission on Training Camp Activities and by the war production departments and national associations dealing with conditions in industrial centers whose representatives appeared before the Committee. Their statements to the Committee are summarized in Appendix B.

HOW THE NEED IS BEING MET AT PRESENT.

1. By Government departments or agencies through control of Housing or Public Utilities projects.

   A. U. S. Shipping Board or Emergency Fleet Corporation has under way 21 housing projects which will be managed by the ship-building companies. Here the relationship is both that of landlord and employer. Experience

shows that another approach secures better results in general social organization.

B. Ordnance Department (War) has under construction 21 housing projects which are to be operated on a cost plus basis by the employers acting as agents for the Government. Here too the existing combination of employer and landlord results in the difficulty referred to under (A).

C. The Bureau of Industrial Housing and Transportation (U. S. Housing Corporation) has undertaken, to date, between 50 and 60 housing projects ranging in size from a group of houses to an entire town. The operating division of the Bureau of Industrial Housing and Transportation will have trained managers for all its housing projects. These managers will consider and endeavor to provide for the community needs of the people who live in the government houses. They will, however, be in the relation of landlord to the community. The manager of the operating division believes the assistance and advice of another agency specially equipped to meet the recreational and social problems of these communities, will be needed.

2. By The Community Organization Branch, Industrial Service Section, Ordnance Department (War).

This branch is attempting with a staff of twelve to make conditions favorable for production in towns where ordnance contracts are being filled. The inadequate staff and here-

tofore inadequate authority has made it impossible for this service to do what it feels should be done. It reports eager cooperation by the local authorities when ways of meeting the needs are pointed out. This service finds that in addition to the Ordnance Department, which it represents, the Quartermaster's Department, the Bureau of Air Craft Production, the Shipping Board and other production departments are often interested for the same reasons in the same towns. Centralized contact and leadership is therefore necessary.

3. By the War Camp Community Service.

The Chairman of the Commission on Training Camp Activities reported that about fifteen of the 150 towns where the War Camp Community Service has organized community recreation centers, are also industrial centers. In these towns, provision has been made for soldiers only and not for industrial war workers. In a few industrial centers, the War Camp Community Service has organized community recreation in response to insistent requests. It is not equipped either with funds or authority to extend this service.

4. Private organizations, such as the Y. M. C. A. the Y. W. C. A. and the General War Time Commission of Churches, which have offered their services to the committee can each, it is believed, make an individual contribution

to the solution of the various problems involved. Some work has already been undertaken by them especially along recreation lines. No one of them has done or is equipped to do the general community work which the facts indicate to be needed at this time.

After consideration of the above facts secured through conference with representatives of the Ordnance Department, the Shipping Board, the War Camp Community Service, the Navy Department, the Y. M. C. A. and the Y. W. C. A., the Committee on Living Conditions recommends:

A COMMISSION ON LIVING CONDITIONS OF WAR WORKERS.

The Committee's suggestions as to duties of the Commission, its personelle, sources of funds and probable relation to other departments of the Government, and to private organizations follow.

The relative merits of the single executive as against the board or commission form of organization, were carefully considered. The Commission is recommended because it must urge, as a wartime measure, action on matters which have heretofore been entirely within the jurisdiction of state and local authorities. While in the form of advice, such suggestions should have, in effect, the force of orders since their execution will be deemed essential to war production. In the opinion of the Committee, there will be greater willingness to accept such advice if it comes from a group of persons of recognized experience on the questions at issue, rather than from a single executive.

WAR LABOR POLICIES BOARD

1. A PAID ADMINISTRATIVE COMMISSION IN THE DEPARTMENT OF LABOR consisting of a chairman and four members with salaries of $5,000 or $6,000.

2. APPOINTMENT under Civil Service by the Secretary of Labor in accordance with the Executive Order of March 26, 1917 which reads:

> "When the Civil Service Commission decides that, because of a public exigency, there is need of the immediate filling of a position for which there is no suitable eligible, the Commission may authorize the filling of such position by the appointment of a person shown to be qualified by such non-competitive tests of fitness as the Commission may prescribe."

The members of the Board should be selected on the basis of experience in the study and solution of the problems of living conditions in industrial centers.

The Committee on Conditions of Living will be glad to assist in securing or suggesting candidates if so instructed.

3. DUTIES OF COMMISSION. In cooperation with federal boards, bureaus and departments, to investigate living conditions of war workers in whatever communities war industries may be located, and to advise and assist such boards, bureaus and departments or local authorities with a view to securing or providing conditions conducive to maximum production.

The Commission's relation to existing government departments, boards and bureaus will be advisory. It should make use of all national and local agencies, official and voluntary, equipped to be of service in the various phases of community development. It is believed that the War Camp Community Service could be

especially helpful in organization of community recreation. The Commission should in no case assume responsibility properly belonging to local authorities unless local agencies are unable to function.

4. STAFF ORGANIZATION would require specialists on the following matters among others:

   a. Recreation

   b. Education

   c. Public Utilities

   d. Public safety

   e. Health and Sanitation

5. SOURCES OF FUNDS.

   a. An initial appropriation of $100,000 from the President's fund.

   b. A Congressional appropriation after the Commission has formulated its plans and prepared an estimate of its requirements.

War Labor Policies Board.

EXHIBIT A. ILLUSTRATIONS OF LIVING CONDITIONS IN WAR INDUSTRY CENTERS.

Report to Committee on Conditions of Living by the Department of Labor, Division of Conciliation, the Community Organization Branch, Industrial Service Section, Ordnance Department and the Pennsylvania Board of Health.

Note: In some instances the conditions described are already in process of correction.

Inadequate Health Protection

1. Defective Sewerage System.

At East Moline, Ill. the cellars of more than a hundred houses, most of them occupied by employees of the Wagner Ordnance Company, were flooded with water and sewage. A man 71 years old was in charge of the sewage pump. For weeks he had been unable to get the City Council to provide a necessary repair part. The representative of the Ordnance Department brought the situation to the attention of the Mayor and the Council, the repair part was secured and within twelve hours the sewage in the basements was lowered eighteen inches.

2. Sanitation.

The housing for the shipbuilders at Orange, Texas is cheap and unattractive. Rents have doubled since January. Two and three families are living in houses planned for single family dwellings. The only sewer is a surface drain breeding flies. The houses are not screened. In one case 37 people from 4 or 5 houses used one dry outside closet. The men and the managers claim a loss of efficiency due to these conditions varying from 40 to 50 per cent.

3. Health Conditions at Chester Pa. --Report of Pennsylvania State Board of Health.

In addition to bad housing conditions which will be in part remedied by Government houses now under construction, the following evils requiring immediate correction were reported: defective method of collection, transportation and disposal of garbage; unsatisfactory and dangerous milk supply; contaminated water supply; lack of proper control of conditions under which foods are handled and sold; defective supervision of restaurants and restaurant employees; insufficient care of the health of school children and an entirely inadequate Health Department appropriation.

EXHIBIT

EXHIBIT A.

4. Malaria.

At Old Hickory, Tenn, cases of Malaria are becoming frequent yet nothing is being done to kill the mosquitoes or drain the swamps near the reservation.

Although there are 25,000 to 35,000 people at Hickory, the only hospital that has been provided is one containing sixteen beds for whites and sixteen for negroes--so inadequate as to be almost useless.

5. Commissaries.

a. Commissary Conditions at Nitro West Virginia are described in the report page 2.

b. Old Bridge N. J.

At Old Bridge the meals are being served under tents and the food is prepared in unprotected kitchens with flies swarming over everything. There is no systematic inspection of the water and milk with consequent intestinal trouble among the workers, and loss of time by large numbers of men.

Failure to appreciate value of recreation.

At several plants the local managers are interfering with the work the Y.M.C.A. is doing for the men. This is due largely to a lack of vision on the part of the managers of the duties they owe to their labor. At Plant No. 2 at Sheffield, Ala., recreation buildings were erected for the use of the employees, but the management has now taken these over as store houses, this stopping excellent work that was being done.

At Woodbury, N. J. nearly 2,000 women were already employed, but absolutely nothing had been furnished for their amusement or recreation, although the plant was located in an isolated region. It was obvious that these employees would not remain in such unattractive surroundings unless some facilities were provided for their welfare, outside of work hours.

EXHIBIT A.

Church Facilities

The church authorities are ready to furnish at their own expense church facilities for many of the new plants but as yet, no single federal agency has the authority to decide what church facilities shall be permitted or to make definite arrangements with the church organizations.

Post Office Facilities

The post office facilities at Nitro, W. Va. were so inadequate that several hundred men went without noon-day meal in order to wait in line for the chance to get their mail or send postal money orders to their families. Mail in many cases had been held in the post office for two weeks before it reached the proper person. Many men stopped work during the day in order to go to the post office at a time when it was not crowded.

Schools

At East Moline the Board of Education had $15,000 for a new school building to relieve over crowding, but it had not occurred to the Board to locate it with relation to the two hundred government houses under construction. The president of the Board promptly responded to the suggestion that these houses be considered in determining the location of the new building.

Complaints against Plant Police.

At Plant No 2 at Sheffield, Ala., a police force had been recruited, it is said, from the ruffians of east side New York. Many claims were made that these men took delight in beating up local employees. They were also accused of having themselves committed many crimes under the shield of their authority. They were in fact, said to have threatened commissioned officers of the Ordnance Department.

Fire Protection

Several munitions plants at East Moline, Ill. were found to be dependent on its fire protection. The intention had been to connect with the Moline water system in case of fire. At the time of the visit of the Ordnance Department representative no one knew where the connecting valve was located. It was found under water at the bottom of a cistern with a 16" manhold, more than a mile from the fire station. The Council agreed to provide facilities for instant connection with the Moline water supply to be ready in case of need.

Most of the plants are located on the other side of the railroad track from the fire station. The crossing to these plants had been permitted to be blocked for long periods by standing freight trains. The fire department consisted of one small motor driven truck and a fire chief. These conditions are to be remedied.

WAR LABOR POLICIES BOARD

EXHIBIT B: SUMMARY OF SUGGESTIONS MADE TO THE COMMITTEE.

1. MR. RAYMOND B. FOSDICK, Chairman (War and Navy Departments) of Commission on Training Camp Activities.

Mr. Fosdick said there was overwhelming evidence of the need for unified, official action. He believes the Playground and Recreation Association, organized as the War Camp Community Service, would be of great value to the proposed commission as an executive agency on recreation. Its experience, its personnel, and its non-sectarian character makes it especially useful. He advised a commission rather than an Executive Bureau because of the value of the counsel of several men on the complex problems involved. Experience of the Commission on Training Camp Activities has demonstrated the usefulness of this form of organization.

2. THE WAR CAMP COMMUNITY SERVICE THROUGH THE OFFICERS OF THE NATIONAL PLAYGROUND AND RECREATION ASSOCIATION.

This association has offered its personnel and resources to be used as an executive agency under the supervision of a federal commission to organize recreation and community work in towns where war industries are located. In case such a relationship were to be established, the association suggested that Mr. Raymond B. Fosdick be chairman of the commission for the purpose of correlating its activities with the Navy and War Department Commissions on Training Camp Activities of which he is chairman.

It further suggests that Mr. Joseph Lee, President of the National Playground and Recreation Association be one member of such a commission and that Mr. Howard S. Braucher, its executive secretary, be the executive agent for the new commission, on recreation problems.

This proposed organization parallels that of the community organization work of the War and Navy Commissions on Training Camp Activities. For the period of the war the National Playground and Recreation Association has placed itself at the disposal of these commissions and, as the War Camp Community Service, is handling the community organization phases of recreation for the two commissions.

3. COMMUNITY SERVICE BRANCH, INDUSTRIAL SERVICE SECTION, ORDNANCE DEPARTMENT - - Mr. F. C. Butler.

Mr. Butler recommends that in view of the fact that Quartermaster, Signal, and other Divisions of the War Department, the Shipping Board and the Navy are equally interested with the Ordnance Department in the conditions in these communities, the work should be centralized for all departments. This can best

be done in one or the other of the following ways:

(a) The appointment of a commission by the President or by the Secretaries of War and Navy, jointly. Commission to be advisory. Executive Director should organize the staff and direct the work.

(b) The creation of a bureau in the War Department reporting to the Secretary of War and to take over and build up the present Community Organization Branch of the Ordnance Department. This has the special advantage of popular appeal which the War Department makes at this time.

Mr. Butler does not favor the method of this work by the War Camp Community Services. The men on their staff are playground and recreational experts while the persons involved are municipal and technical in character and should be entrusted to men who have had training or experience in this kind of community work.

4. YOUNG MEN'S CHRISTIAN ASSOCIATION.

Mr. Isaac A. Hedges and Mr. Galen Fleming of the Young Men's Christian Association reported that the association believes that the organization and member service equally acceptable to the men and boys employed in war industries as the service it is now rendering to the men in uniform.

If desired by the Government, it would greatly extend the industrial work which it did in peace times. It regards itself as especially qualified to organize community recreation for men.

5. YOUNG WOMEN'S CHRISTIAN ASSOCIATION.

Miss Dickson for the Young Women's Christian Association emphasized the increasing importance of provisions for the women workers. The Y. W. C. A. feels the need of a centralized plan in Washington through which they may be called upon and directed. Especially is this needed before the local industrial management and the community affected will be able to understand how to solve its many perplexities and know the agencies best prepared to help. It will help different agencies to work together locally if they are made to feel by the Government their unity of service.

The War Work Council of the Y. W. C. A. is ready to put at the disposal of the Government the resources and experience it has for work among industrial women.

WAR LABOR POLICIES BOARD

EXHIBIT E.

6. J. D. LELAND, 3rd Vice President, U. S. Housing Corporation.

Mr. Leland suggested that the Bureau of Employers' Service which he had proposed, should be combined with the supervision of living conditions of war workers under an advisory commission composed of the best qualified men in the country on the various phases of employment management. If such a bureau were created, eventually it might prove expedient to transfer to its jurisdiction the management of housing projects constructed by the Bureau of Industrial Housing and Transportation.

7. NATIONAL COUNCIL OF DEFENSE.

The National Council of Defense, State Councils Section, urges "that all Federal Departments, when planning to extend their organizations into the states, will consider carefully the advisability of utilizing the existing State Council system; and that in cases where these departments have established federal agencies in the states, they accompany requests for new work by these agencies with the suggestion that state council machinery be utilized wherever possible, for the sake of economy and the better articulation of war work."

8. GENERAL WAR-TIME COMMISSION OF CHURCHES.

The General War-Time Commission of Churches writes to the Committee on Conditions of Living as follows: "If there is any way in which we can assist your Committee in creating and maintaining wholesome living conditions among the heavily increased populations and new communities so as to maintain the morals and increase production we shall be glad to do so."

MEMORANDUM

To: Committee on Conditions of Living.
From: Miss Rockwood.
In Re: Hospital Situation in Washington.

Conferences on the hospital situation in Washington have been held with the following:

Dr. William C. Fowler, Health Officer, District of Columbia.

Dr. James Tarry Hogan, Chairman Medical Unit, Home Defense League.

Col. Parker, Surgeon General of the
Capt. Frank A. Britton, Army.

Dr. William Gilchrist, Assistant Surgeon General, U. S. Public Health Service.

Dr. Edward Turnbull, Medical Section, Council of National Defense.

1. Council of National Defense.

The Council of National Defense has made a partial study of hospital conditions in Washington, as a part of its general hospital study, at the time they were sent for hospitalization. This study was completed and a report prepared for the information of this committee and by others interested in the hospital situation in Washington. The report is attached.

2. District of Columbia.

The District of Columbia has $500,000 available for a permanent municipal hospital. There are two difficulties which stand in the way of the use of this fund to relieve the present situation: (1) the restriction of building operations and (2) the length of time necessary to build and equip a permanent hospital. While Dr. Fowler feels that additional beds are needed particularly for contagious diseases, he feels that it will be possible to make certain arrangements to relieve the present emergency.

3. Medical Unit, Home Defense League.

The Medical Unit, Home Defense League considers the hospital situation in Washington so serious that emergency provisions must be made at once.

4. War Department.

The War Department has [illegible] project of the Bureau of Industrial Housing for a hospital of 500 beds for War Department employees. Dr. James A. Britton, who is in charge of the War Department Dispensary for civil employees, has just completed a survey of the hospital facilities in [illegible]. He considers that one bed for every one hundred population is [illegible] provision for Washington. An addition of 100 beds [illegible] provision for contagious diseases, he finds in [illegible].

5. Navy Department.

The Navy Department has [illegible] Georgetown Naval [illegible], hospital [illegible] of [illegible] [illegible].

6. Public Health Service.

[illegible] Public Health Service [illegible] [illegible].

Questions to be considered.

1. [illegible] additional [illegible]?

2. Should special provision be made by the Federal Government for Federal employees or by the District of Columbia for all residents?

[illegible] OF A [illegible]

[illegible] IN [illegible]

[illegible] IN [illegible], D. C.

[illegible] 23, 1918

The total population of [illegible]ington, D. C. according to [illegible]

[illegible] 1917 [illegible] 343,[illegible]

It is estimated that [illegible] of [illegible] 62,[illegible]00

[illegible] to July [illegible] [illegible] 1,[illegible]

According to survey [illegible], [illegible] Council of National Defense, [illegible], [illegible]

[illegible] ,[illegible]

[illegible] ,330

[illegible] 1:[illegible]

[illegible] " " " " 1: 4

[illegible] 1:[illegible]

[illegible] " " " 1:51

[illegible] " " " 1:[illegible]

[illegible] " " " 1: 34

[illegible] number of [illegible] [illegible] the Government either [illegible] [illegible] supply available yet it must be remembered [illegible] distributed in the [illegible] proportion. [illegible] total number of [illegible] [illegible] of course divided between other [illegible] it is very [illegible] to get the exact number of [illegible] for [illegible] population is [illegible] more than two

white than among the colored. For contagious diseases the Garfield Hospital has 50 beds and the Provident Hospital 50 beds.

Again a great deal of this population is accommodated in general boarding houses, some in private houses where unless the sickness was of a surgical nature or of a very protracted medical nature it has been argued that they could very readily be accommodated at their temporary home - their boarding house - and not need hospital care. This is fallacious as if so taken care of an endless chain of trouble results ending in the complication of both the housing and nursing problem.

A great deal of the population accounted for as within the precincts of Washington, D.C. undoubtedly come to work from nearby towns - this class of population would of course naturally be taken care of in their home towns - it must be remembered, however, that such nearby cities, e.g. Baltimore, are already over crowded and little help can be expected from them in caring for this class of patients.

Conclusion - it would seem the part of wisdom to make provision for about 200 more beds - not necessarily by building new hospitals but by additions to existing institutions where the ground and overhead, e.g. Kitchen, heat & lighting capacity are available. In our survey we have found this ground <u>is</u> available in several instances also the administrative capacity.

rb

NEGRO ECONOMICS

To: Dr. Hayes - Director of Negro Economics.

From: Mr. Frankfurter.

Re: Suggestions for Individual Members of Negro Written Advisory Committees, etc.

The plan in general seems to me excellent, ~~and showed~~ ~~It would, it seem~~ These suggestions would, I think be more useful to your advisory committees ~~seem to be may be clearer~~ (if headings were used as Purpose of Organizing Local Committees; Membership of Local Committee; Relation of Local Committees to State Committees, ~~and to Department of Labor~~, etc., General plan of work, ~~Specific work (examples of work which may~~ I find the memorandum you submit) ~~to~~ not quite clear on all these points. ~~It would seem to me it advisable to send them the Model State Constitutions~~ As the Committees are emergency Committees for the period of the war it would ~~seem advisable that~~ it not be advisable to have a formal organization ~~as your Model State Constitution calls for~~ covering an indefinite period of time such as your "Model State Constitution" calls for.

DEPARTMENT OF LABOR
Office of the Secretary,
WASHINGTON

TO THE CHIEFS OF DIVISIONS AND BUREAUS, AS FOLLOWS:

1. Mr. Abercrombie, Solicitor
2. Mr. Babson, Information and Education
3. Mr. Caminetti, Commissioner of Immigration
4. Mr. Campbell, Bureau of Naturalization
5. Mr. Clayton, Insignia
6. Mr. Densmore, Director-General, U. S. Employment Service
7. Mr. Frankfurter, War Labor Policies Board
8. Mr. Gompers, Chief Clerk
9. Mr. Hamilton, Conditions of Labor
10. Mr. Kerwin, Adjustment
11. Miss Lathrop, Children's Bureau
12. Mr. Meeker, Bureau of Labor Statistics
13. Dean Schneider, Training and Dilution
14. Mr. Stewart, Investigation and Inspection
15. Miss Van Kleek, Women in Industry.

NATIONAL ARCHIVES OF THE UNITED STATES

DEPARTMENT OF LABOR
Office of the Secretary,
WASHINGTON

COPY

File 27-6

STATEMENT OF ESTIMATED EXPENSES

FOR WORK DIRECTLY OR MANIFESTLY AFFECTING NEGROES, IN THE BUREAUS OR DIVISIONS OF THE DEPARTMENT OF LABOR, FOR THE FISCAL YEAR JULY 1, 1918, TO JUNE 30, 1919.

****

Summary

I.	Departmental Administration	$15,505
II.	Employment Service	340,240
III.	Women in Industry	4,522
IV.	Inspection and Investigation	12,217
V.	Conditions of Labor	14,105
VI.	Information and Education	5,385
VII.	Insignia	169,485
VIII.	Housing and Transportation	6,970
IX.	Training and Dilution	
X.	Children's Bureau	2,675
XI.	Bureau of Labor Statistics	2,875
XII.	Miscellaneous	*50,700
	Total	624,679

NOTE: *This amount is to be distributed proportionately and used in any direction that exigencies require.

I. DEPARTMENTAL ADMINISTRATION

1. Salaries	$13,080
2. Office equipment	175
3. Travel	1,200
4. Per diem	600
5. Telegraph and telephone	300
6. Stationery and supplies	150
7. Miscellaneous	
Total	$15,505

II. Employment Service - I t e m i z e d :

Salaries:		$275,200
2 Assistants (to the Director) @ $1,800 ea.	$3,600	
26 Supervisors @ $1,800 ea.	46,800	
26 Assistant Supervisors @ $1,500 ea.	39,000	
26 Stenographers @ $1,100 ea.	28,600	
134 Examiners @ $1,200 ea.	160,800	
Office rent and equipment:		10,120
19 Offices @ $300 ea. per annum	5,700	
52 Office desks @ $35 ea.	1,820	
26 Typewriter desks @ $35 ea.	910	
26 Typewriters @ $65 ea.	1,690	
Travel:		24,600
26 Supervisors @ $600 ea. per annum	15,600	
26 Assistant Supervisors @ $300 ea. per annum	7,800	
2 Assistants (to the Director) @ $600 do.	1,200	
Per diem:		27,200
26 Supervisors, 150 da. @ $4	15,600	
26 Assistant Supervisors, 100 da. @ $4	10,400	
2 Assistants (to the Director) 150 da. do.	1,200	
Telegraph and telephone:		3,120
Stationery and supplies:		
Miscellaneous		
T o t a l		340,240

III. Women in Industry - I t e m i z e d:

Salaries		$3,000
1 Assistant (To the Chief)	$1,800	
1 Stenographer	1,200	
Office Equipment:		172
1 Double desk	57	
1 Typewriter desk	35	
1 Typewriter	65	
1 Filing case	15	
Travel		600
Assistant (To the Chief)	600	
Per diem:		600
Assistant (To the Chief)	600	
Telegraph and telephone		150
Stationery and supplies:		
Miscellaneous:		
T o t a l		$4,522

IV. **Inspection and Investigation** - I t e m i z e d :

Salaries:		$5,350
2 Investigators @ $1,600 ea.	$3,200	
1 Investigator (female)	1,400	
½ Salary of office assistant	750	
Office Equipment:		192
1 Double desk	57	
1 Single desk	35	
1 Typewriter desk	35	
1 Typewriter	65	
Travel:		2,700
3 Investigators @ $900 ea.	2,700	
Per diem:		3,600
3 Investigators @ $1,200 ea.	3,600	
Telegraph and telephone:		375
Stationery and supplies:		
Miscellaneous:		
T o t a l		12,217

V. Conditions of Labor - I t em i z e d :

Salaries:		$6,850
2 Inspectors @ $1,800	$3,600	
1 Inspector (female)	1,400	
1 Stenographer	1,100	
½ Salary of office assistant	750	
Office Equipment:		205
3 Desks @ $35 ea.	105	
1 Typewriter desk	35	
1 Typewriter	65	
Travel:		2,700
3 Inspectors @ $900 per annum	2,700	
Per diem:		3,600
3 Inspectors @ $1200 per annum	3,600	
Telegraph and telephone:		750
Stationery and supplies:		
Miscellaneous:		
T o t a l		14,105

VI. Information and Education - I t e m i z e d

Salaries:		$3,000
1 Publicity man	$1,900	
1 Stenographer	1,100	
Office Equipment:		135
1 Desk	35	
1 Typewriter desk	55	
1 Typewriter	65	
Travel:		500
Publicity man	500	
Per diem:		500
Publicity man, 125 da. @ $4	500	
Telegraph and telephone:		150
Printing and supplies:		1,100
T o t a l		5,385

VII. Insignia - I t e m i z e d :

Salaries:		$6,100
1 Assistant (To the Director)	$1,500	
1 Stenographer	1,000	
3 Clerks @ $1,200 ea.	3,600	
Office Equipment:		135
1 Desk	35	
1 Typewriter desk	35	
1 Typewriter	65	
Travel: (Assistant)		300
Per diem: (Assistant)		300
Telegraph and telephone:		150
Insignia supplies for 1,250,000 badges, @ 13¢ ea., for members of Uncle Sam's Workers' League		162,500
T o t a l		169,485

VIII. Housing and Transportation - I t e m i z e d :

Salaries:		
2 Assistants, at $1,800 ea.	$3,600	
1 Stenographer	1,100	$4,700
Office equipment:		
2 Desks @ $35 ea.	70	
1 Typewriter desk	35	
1 Typewriter	65	170
Travel: (2 Assistants @ $300 ea.)		600
Per diem: (2 Assistants @ $600 ea.)		1,200
Telegraph and telephone		300
Miscellaneous		
		$6,970

IX. Training and Dilution - I t e m i z e d

X. Children's Bureau:

1. Salary of worker	$1,400
2. Travel	600
3. Per diem	600
4. Telegraph and telephone	75
Total	$2,675

XI. BUREAU OF LABOR STATISTICS

1. Salary of statistical expert	$1,800	
2. Travel	400	
3. Per diem	600	
4. Telagraph and telephone	75	
T o t a l		$2,875

XXI. Miscellaneous - I t e m i z e d :

1. Departmental Administration
2. Employment Service
3. Women in Industry
4. Inspection and Investigation
5. Conditions of Labor
6. Information and Education
7. Insignia
8. Housing and Transportation
9. Training and dilution
10. Children's Bureau
11. Bureau of Labor Statistics

T o t a l

NATIONAL ARCHIVES OF THE UNITED STATES

COPY

DEPARTMENT OF LABOR
Office of the Assistant Secretary,
WASHINGTON

July 22, 1918.

To the Secretary:

The hereunder Memorandum of the Director of Negro Economics is transmitted, by your request, as basis for conference with the Director which I arranged with you for Wednesday July 24, 1918, at 11 a.m.

(Signed) Louis F. Post,

Asst. Secy.

LLC

C O P Y
File 27-1

July 22, 1918.

MEMORANDUM FOR THE SECRETARY:
(Through the Assistant Secretary)

I. The steps for meeting Negro labor problems were outlined in the flexible plans approved by you, as follows:

1. The organization of cooperative committees of white and colored citizens in the states and localities where these problems exist.
2. The development of a publicity campaign to create good feeling between the races and to have both white and colored citizens understand the purpose and plans of the Department.
3. The appointment of Negro staff workers in states and localities to promote this program.

II . The three main difficulties discussed with you at the interview when the plans for carrying out this program were considered were:

1. The difficulty of forestalling a strong feeling of suspicion on the part of the colored people, growing out of their past experience in racial and labor matters.
2. The difficulty of forestalling a wrong impression among white people, especially those in the South, about the efforts of the Department, and of having them understand that the Department wishes to help them in local labor problems by means of its plans.
3. The internal departmental difficulty growing out of the relations of Mr. Jackson in the U.S. Employment Service.

In a conference, May 17, you instructed me that the best way to make the adjustment with the Employment Service was to have the necessary assistants detailed to the office of the Director of Negro Economics, subject to, and working under, the heads of the divisions of the Employment Service, whenever called by them for such service.

III. The flexible plans, as approved by you, have been followed with such adjustments as local conditions required. The following

statement gives a very brief summary of results from the practical operation of the plans during the first six weeks:

1. Conferences and interviews with representative white and colored citizens have been held in Virginia, North Carolina, South Carolina, Georgia, Mississippi, Florida, Alabama, Tennessee, Kentucky, Illinois, Ohio and Pennsylvania. State Negro Workers' Advisory Committees of representative colored men and women, with cooperating white members, are being formed in Virginia, North Carolina, Florida, Mississippi and Kentucky. The counties and districts of those states have been allotted to the committee members for first steps in local organization.

2. Plans are practically completed for similar state conferences in South Carolina, Alabama, Illinois, Ohio and Pennsylvania. The matter is also under consideration by responsible representative citizens in Georgia, Tennessee and New Jersey. State and local organizations of cooperating white and colored citizens will very probably result from the conferences in these states.

3. Supervisors of Negro Economics have been appointed and are working successfully in the following territory: Virginia, Mississippi, Ohio, Illinois and Michigan, the two last-named states being under one supervisor. These supervisors have been appointed by the Employment Service and detailed to my office, subject to such service under the authority of the Employment Service as that Service requires. On the occasion of our conference on May 17 you instructed me to supervise and to direct the activities in all divisions of the Department whenever there were large interests of the Negro involved, not, however, removing the relationship of assistants in those divisions from the authority of the chiefs of such divisions.

4. Model Constitutions for both state and county Negro Workers' Advisory Committees have been worked out and are now being used, with local adaptations, by the organizations being formed in the states named above.

5. Public mass meetings for spreading good feeling and information have been addressed in Mississippi, Alabama and Florida, with the hearty endorsement, afterward, by both white and colored citizens.

6. The Public Service Reserve Director of Florida, the State Superintendent of Employment Offices of New York and the Assistant Director of the Employment Service in Ohio have made requests for help as early as possible. Requests have come for speaking engagements to create racial good feeling in North Carolina, Florida and Mississippi, and similar requests have come from the National Baptist Convention, the National Negro Business League and the National Association of Teachers in Colored Schools.

IV. I come, now, with assurance that your generous willingness to try out this matter is justified by preliminary results. Therefore, I ask that the executive authority of the Director of Negro Economics be more clearly defined.

In this connection two fundamental and far-reaching facts are again brought forward for your consideration.

1. The presence of the Negro and his racial and economic relations in the states and localities where there is any considerable Negro population are, as you know, vital matters for the entire population. In all the past history of our Country, the political, civic and economic life of the Nation has been vitally altered by the presence of the Negro. You are aware that this is true today, particularly in view of the nation-wide migration of the past two years and the large importance of the Negro as a labor factor in war production.

2. As you understand, racial prejudices and antagonisms are ever present facts, making more delicate and difficult what, in any case, would be difficult labor problems. The adjustment of millions of uneducated wage-earners from rural life and agricultural work to town residence and industrial work would be a tremendous task in these war times, even without the serious racial complication.

The efforts of the Department, therefore, in dealing with Negro labor problems vitally affects the economic interests of the entire Nation. The work is so difficult and delicate that it requires all the resources and authority that can be reasonably asked for it.

I ask, therefore, that my executive authority be defined as follows:

1. That the status of the Director of Negro Economics in relation to all bureaus and divisions dealing with

matters affecting Negroes be more definitely understood by the chiefs of divisions.

2. That matters which directly or manifestly affect Negro wage-earners in the several bureaus or divisions be adopted after being called to the attention of the Director of Negro Economics for his advice.

3. It is very necessary that the Negro work in the several divisions be coordinated for efficiency in solving the existing racial-economic problems. I ask, therefore, that staff employees dealing with Negro wage-earners, although not being removed from the authority and instructions of chiefs of divisions to which they are rendering service, act under the general supervision and authority of the Director of Negro Economics, with the agreeable understanding and approval of the chiefs of their respective divisions.

Respectfully submitted,

Signed: George E. Haynes.

Director of Negro Economics.

GEH-KFP
MLC

Noted and transmitted July 22/18 L. F. P.

Approved July 24-18 W. B. W.

COPY

DEPARTMENT OF LABOR
Office of the Secretary,
WASHINGTON

August 3, 1918.

Memorandum for the Director of Negro Economics:
(Through the Assistant Secretary)

Your memorandum of July 22d was brought to the attention of the Departmental Cabinet on Tuesday last, and in connection with the last paragraph it is desired that it be clearly understood that there is no desire or intention to establish a dual direction of the staff employees dealing with Negro wage-earners. My understanding of the purpose is to secure the advice of the Director of Negro Economics before any work dealing with Negro wage-earners is undertaken, and to keep him advised of the progress of such work so that the Department may have the benefit of his judgment in all matters affecting Negroes.

(Signed) W.B. Wilson,

Secretary.

Ww
MLC

EMP. 1 6

~~0.5113~~

DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

Headquarters Sixth District
Meridian, Miss., Aug. 8, 1918.

IN ANSWERING REFER TO
No. Alleged Discrimination Agaianst Negro Labor.

Copy to L. A. Gabriel, Southard & Thomas Sts., Key West, Fla.

Chairman,
War Labor Policies Board,
Washington, D. C.

Sir:

The enclosed communication from L. A. Gabriel (colored) of Key West, Fla., addressed to the Hon. A. L. Lewis, Jacksonville, Fla., was turned over to District Superintendent Cliff Williams while the latter was last week on an organization trip through Florida.

Since the communication refers to alleged discrimination against negro carpenters, it would seem to come properly under your jurisdiction, and is respectfully referred to you for such attention as you deem necessary.

Respectfully Yours,

James A. Metcalf.

Assistant Superintendent, Sixth District

File under (1) Gabriel
(2) Lewis
(3) Metcalf
(4) Hayes
(5) Employment Service

ALFONSO GABRIEL

MANUFACTURER OF

NDS: UCESO A CRISIS A PROBLEMA | SEED AND HAVANA CIGARS CLEAR HAVANA | MADE IN KEY WEST SPANISH METHOD

COR. SOUTHARD & THOMAS STS.

KEY WEST, FLA. July,21.1918

Hon,A.L.LEWIS
Jacksonville,Fla,

My dear Mr Lewis i received your wire this A.M,and was Sorry to hear that Dr Haynes and Supt Williams had left your city before You received my message,now the economic trouble that i had reference to In my wire is this and as you will see it is one pretaining to the gov, Industries and of vital import to the goverment as well so as to our Race.the goverment has been carrying on a lots of working in carpentry Here in the bulding of cantonments and other goverment buldings since The war has been going on,and there is a big contract to be started at An early date of goverment work.in the previous work carry on here by the Goverment in bulding our colored carpenters has not been able to secure On these works on account of the white union carpenters discriminating Against them,claiming that they are not union carpenters.now as i have Been instrumental in organizing in the past year in the city three diff Colored bodys into the Amer Fed of Labor,viz the colored laborers the Colored steavedores and just last week i had the colored laundry women To apply for a charter,i state this so that you can see the discriminati Against the colored carpenters because these are skilled workmen and if They were in the union they could demand the same pay that the white men Are getting.these colored carpenters have been making application for the Past year to the white union for them to make them union men have even Asking them to grant them a seperate charter of their own if the whites Do not care to take them into their union,and their request have allways Be met with a turn down,i consider this a boycott on the colored men of This city and one that should have the immediate attention of the gov, In order that they may so arrange that these men be given a union charter Or make provision so that these men may have work on these jobs that the Goverment is soon to open up in this city as you know our people have bee Doing and are still willing to do their part that our country should win This great struggle in wich it is now engage we have given our best blood And also our small earnings and i think it no more than right that we Should be allow to display our skill in helping to do our part if they Dont allow us to work how can the goverment expect us to live,and there Not be a feeling of unrest amongst our people at this kind of treatment By a few men who are prejudice against us on account of our colored and Are not interested even in the cause of our country thanking you for Giving this matter your serious attehtion as this is of much importance To you and all of the Negroes of this country as it is to these carpenter Of this city because as i see it is a clear questio n of discrimination On account of colored.and this is pretaining to goverment industries i Am also writing at this time to Dr,Haynes.but this does not mean that you Are to cease your activities in this matter as we need your help hoping To hear from you at once with any advice that you have to offer i await Your reply at once,

Yours Resp L. A. Gabriel

Pres,Key West Branch,N.A.A.C.P

WAR LABOR POLICIES BOARD August 8, 1918.

To: Dr. Haynes, Director of Negro Economics.

From: Mr. Frankfurter

Re.: Suggestions for Individual Members of Negro Workers Advisory Committee as etc.

The plan in general seems to be excellent. The suggestions would, I think, be more useful to your Advisory Committee if headings were used as - Purpose of Organizing Local Committees; Membership of Local Committee; Relation of Local Committees to the State Committees; General plan of Work, etc.

I find the memorandum you submit not quite clear on all these points. As the Committees are emergency committees for the period of the war, it would seem advisable not to have a formal organization covering an indefinite period of time such as your "model state Constitution" calls for.

DEPARTMENT OF LABOR
Office of the Secretary
WASHINGTON

COPY

August 13, 1918

File 27-6

MEMORANDUM FOR THE SECRETARY:

(Through the Assistant Secretary)

Following your instructions, transmitted through the Assistant Secretary, that I submit advice and judgment on the necessary expenses for properly handling work in the several bureaus and divisions directly or manifestly affecting Negro labor for the fiscal year July 1, 1918, to June 30, 1919, the following estimate is respectfully submitted. This estimate includes all the divisions or bureaus except the Bureau of Naturalization, the Bureau of Immigration, and the Division of Training and Dilution. The first two named will hardly have sufficient work manifestly or directly affecting Negroes to require the setting aside of special funds. The chief of the Division of Training and Dilution has been absent from the city, so that I have not had the opportunity to talk with him about the organization of his work, and, therefore, am at present unable to say to what extent expenses in this division will be required for work among Negroes. As soon as this can be made, it will be submitted as a supplementary estimate.

The heading "Departmental Administration" may be misleading from the fact that additional persons on the staff of the Director of Negro Economics to handle details for several divisions are listed under the estimates for these divisions rather than under the heading of "Departmental Administration". Therefore, to get the total expenses for the office of the Director, it will be necessary to add these items from each division to the heading "Departmental Administration". The plan of organization of my office, contemplated under this arrangement, is to have such assistants and clerical help as may be necessary to keep track of the details of the work of those divisions that I may be able to advise and assist the chiefs of those divisions.

The estimate for the Insignia Division is based upon a plan for stimulating Negro workers, nearly all of whom are not engaged in war industries but in agriculture, transportation and domestic and personal service. As you see, all of these are essential occupations. The plan contemplated has been favorably considered by both the Chief of the Insignia Division and the Assistant Secretary, and will shortly be submitted for your approval. The plan fits into the full program of the Chief of the Insignia Division and has been worked out in response

to requests from many white and colored persons, in the South especially, for some way to honor and glorify faithful and efficient workers among Negroes.

In submitting this estimate I understand that it is for the purpose of giving to the chiefs of each division a clear and definite statement as to how much of their funds may need to be expended directly or manifestly for Negro work.

Respectfully submitted,

George E. Haynes

Director of Negro Economics.

H/MLC

Copy for Mr. Frankfurter

Employment Service
1020-139

August 13, 1918.

Pursuant to Assistant Secretary's memorandum of August 5 and notifications accordingly, a conference on the subject matter of the memorandum of the Director General of July 3 was held in the Office of the Assistant Secretary immediately after the Secretary's Cabinet Meeting of this date.

Present: The Assistant Secretary,
Mr. Frankfurter, as Assistant to the Secretary,
The Director General of Employment,
The Director of Negro Economics.

After consultation it was decided by mutual consent that upon his transmitting budget of the Director of Negro Economics to the Secretary, the Assistant Secretary should send to each Head of Bureau or Division represented at the Secretary's Cabinet, a copy thereof, together with a copy of the plan with reference to Negro Economics heretofore approved by the Secretary, and a memorandum requesting each such Head to make any desired comments in a memorandum for use at the next meeting of the Secretary's Cabinet.

LFP.LC

Assistant Secretary.

Mr. Frankfurter

77

DEPARTMENT OF LABOR

OFFICE OF THE ASSISTANT SECRETARY

WASHINGTON

August 5, 1918.

MEMORANDUM for MR. FRANKFURTER (Assistant to the Secretary), the DIRECTOR GENERAL OF EMPLOYMENT, and the DIRECTOR OF NEGRO ECONOMICS:

You are hereby requested to confer with the Assistant Secretary in his office immediately after the adjournment of the Secretary's cabinet meeting on Tuesday, August 13, 1918 - this delay being necessary owing to the absence of the Director of Negro Economics.

SUBJECT: Cooperative relations of the U.S. Employment Service and the Director of Negro Economics in so far as the Departmental work of the Director of Negro Economics is involved in the Functions of the U.S. Employment Service.

Louis F. Post

Louis F. Post
Assistant Secretary.

P/ALC

Employment
Service
1020-139

August 5, 1918.

MEMORANDUM FOR THE DIRECTOR GENERAL OF EMPLOYMENT:

In your memorandum of July 3, 1918 (File 1020-139) you state your inability to make any recommendation intelligently in response to my request for your recommendation or suggestion regarding my memorandum of June 27, 1918 (File 1020-139) which embodied a letter submitted by the Director of Negro Economics for my approval pursuant to instructions of the Secretary that the Assistant Secretary act for the Department in reference to work of the Director of Negro Economics and of the U.S. Employment Service. For your inability in that respect you give in your foresaid memorandum the following reasons: "Appointments have been made in this Service and directions issued to the appointees to perform said Service in connection with the Employment Service in the Field, of which I have had no knowledge at all."

Upon examination I find that the appointments to which you allude are included in a total of seven, the principal one of which, the "Director of Negro Economics", was made by the Secretary after conference with you. Of the other six, two were for the Director's service in his own office - an assistant and a secretary. The remaining four, for field service, were made by the Assistant Secretary upon official recommendation of the Assistant Director General. The latter's authority seems to have been adequate. It was provided for in the organic memorandum of the Secretary of Labor, dated February 21, 1918, which empowered the Assistant Director General to "perform such duties as may be assigned to him by the Director General" and "to act as Director General in the absence of his Chief". Pursuant to this memorandum the Assistant Director General habitually recommended appointments in your Service as part of his regular functions; they were apparently so recognized by you. In harmony also with said memorandum you had definitely assigned to him official responsibility for administration of the Employment Service over territory which included the territory here in question. If in this assignment of functions you reserved or intended to reserve any administrative authority with reference to that territory, you conveyed to the Department no intimation thereof. Moreover, all the appointees alluded to by you (except one who declined) were furnished with Employment Service cards of identification verified by your signature as Director General.

As to the directions to which you refer, I am unable to discover the issuance of any directions for Employment Service work to any appointee connected with the work of the Director of Negro Economics; and there certainly has been no purpose to issue such directions to such appointees without full consultation in advance with your Service and, to the extent that you might desire, with you personally. To secure such consultation was the intention of the Departmental memorandum of June 27, 1918, referred to above as transmitting to you the letter of the Director of Negro Economics with request for your recommendation or suggestion regarding it. This was intended as the primary step for securing an understanding - after Departmental conference if necessary - between the Director of Negro Economics and the Director General of Employment with reference to appointees whose services might have to do with the relation of Negro wage-earners to the U.S. Employment Service.

Anterior to and in anticipation of presenting the subject to you for decisive cooperative adjustment, the Director of Negro Economics was instructed by me to confer with the Employment Service with a view to making formal recommendations. Pursuant to those instructions, and after he had made unsuccessful efforts to confer with you personally, he conferred informally also by my directions, with the Assistant Director General in order, and only in order, to secure a basis for preparing formal recommendations. I gave those directions with no purpose or thought of minimizing your prerogatives. It was done in consideration of the three-fold fact that the Assistant Director General was especially well qualified to advise with the Director of Negro Economics as to the character of recommendations desirable to be made, that you had indicated a reluctance to preliminary and informal consultations upon the subject matter, and that you had assigned the Assistant Director General to administer territory which included the territory involved. Upon the basis of the resulting informal interviews with the Assistant Director General, the Director of Negro Economics drafted the proposed letter of instructions which I submitted to you for recommendation or suggestion in my memorandum of June 27, 1918. I am attaching hereto for your information a statement on the subject by the Director of Negro Economics bearing date July 24, 1918.

In your latest memorandum on the general subject hereinabove referred to, namely, your memorandum of June 25, 1918 (File 1020-139) you explain that your only point on this whole subject is that on the fundamental question of cooperation between two Bureaus there was no conference between the Department, the Director of Negro Economics, and the head of the Employment Service. This point does not seem to be important when it is considered that no occasion for a conference at the instance of the

Department arose prior to your aforesaid memorandum of July 3, 1918 (File 1020-139), which was in response to the Departmental request of June 27, 1918. The latter called directly upon you for recommendation or suggestion as to the questions of policy therein presented. Those questions were presented in a proposed letter of instructions to district representatives by the Director of Negro Economics. Except for the seven appointments mentioned above, this proposed letter was the first decisive step suggested by or thru the Department in execution of the functions of the Director of Negro Economics which could in any way affect any prerogative of the head of your Service. As the letter was submitted to you for your recommendation or suggestion prior to approval, no reason existed for an official conference with the Department prior to your response in which you requested one.

In accordance with that request, a conference will be held in the office of the Assistant Secretary immediately after the Secretary's cabinet meeting of Tuesday, August 13, 1918. Memorandum requesting the same, addressed to the Mr. Frankfurter as Assistant to the Secretary, to the Director General of Employment and to the Director of Negro Economics is herewith transmitted. The delay is necessitated by absence of the Director of Negro Economics

Louis F. Post
Assistant Secretary.

P/MLC

DEPARTMENT OF LABOR

Hand to F.F. next Tuesday,

Aug. 20th

THE NATIONAL ARCHIVES OF THE UNITED STATES

No. 204
Ed. 12-21-17—200,000

DEPARTMENT OF LABOR
Office of the Secretary
WASHINGTON

August 15, 1918.

SUPPLEMENTAL MEMORANDUM.

Since the memorandum of July 22, 1918, was submitted, three additional successful state conferences have been held in Ohio, Kentucky and Georgia, and state committees are now in process of appointment.

George E. Haynes

Director of Negro Economics.

GEH-KFP

7100

The accompanying page is sent as a corrected sheet for first page of Memorandum forwarded to you August 16.

Respectfully,

George E. Haynes

Director of Negro Economics

DEPARTMENT OF LABOR
Office of the Secretary
WASHINGTON

TO THE CHIEFS OF DIVISIONS AND BUREAUS, AS FOLLOWS:

1. Mr. Abercrombie, Solicitor
2. Mr. Babson, Information and Education
3. Mr. Caminetti, Commissioner of Immigration
4. Mr. Campbell, Bureau of Naturalization
5. Mr. Clayton, Insignia
6. Mr. Densmore, Director-General, U. S. Employment Service
7. Mr. Frankfurter, War Labor Policies Board
8. Mr. Gompers, Chief Clerk
9. Mr. Hamilton, Conditions of Labor
10. Mr. Hidlitz, Industrial Housing and Transportation
11. Mr. Kerwin, Adjustment
12. Miss Lathrop, Children's Bureau
13. Mr. Meeker, Bureau of Labor Statistics
14. Dean Schneider, Training and Dilution
15. Mr. Stewart, Investigation and Inspection
16. Miss Van Kleek, Women in Industry

NATIONAL ARCHIVES OF THE UNITED STATES

DEPARTMENT OF LABOR
Office of the Assistant Secretary
WASHINGTON

COPY

August 15, 1918.

TO THE CHIEFS OF DIVISIONS AND BUREAUS:

In accordance with instructions of the Secretary, I am transmitting the accompanying memoranda as follows:

A. Outline statement of the plan of work and jurisdiction of the Director of Negro Economics, same having been approved by the Secretary.

B. A statement of estimated expenses for work directly or manifestly affecting Negroes in the bureaus or divisions of the Department for the fiscal year July 1, 1918, to June 30, 1919.

This statement of estimated expenses has been submitted by the Director of Negro Economics upon the instructions of the Secretary, so as to furnish to each of the bureaus or divisions a definite statement of probable need of expenditures in their several divisions for Negro work. Special attention may be called to the fact that this does not include an estimate of expenses in the division of Training and Dilution for the reasons explained in the memorandum of the Director of Negro Economics.

The Secretary instructs me to ask you to submit to him, in writing, any comment you choose to make about the estimate relating to the work under your jurisdiction in time for him to consider it before the Cabinet meeting of August 20, 1918.

(Signed) Louis F. Post.

Assistant Secretary.

WAR LABOR POLICIES BOARD

August 19, 1918.

My dear Mr. Haynes:

I am sending you herewith a letter dated August 8th written by James A. Metcalf, Assistant Superintendent in the Sixth District for the United States Employment Service in which he enclosed a letter dated July 31st, addressed to Hon. A. L. Lewis, Jacksonville, Florida, by one L. A. Gabriel of Key West, Florida, the subject of Mr. Gabriel's letter being "discrimination by the carpenters unions in that locality against the unions organized by colored laborers".

On behalf of Mr. Frankfurter, I have answered Mr. Gabriel's letter and have told him that the subject matter of his complaint would be investigated and prompt action taken.

May I trouble you to take the matter under consideration and to advise as to the course to be pursued, and will you be good enough to take the matter up with Mr. Bell as soon as you have come to a conclusion.

Faithfully yours,

Executive Secretary.

Hon. George E. Hyanes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

HOG/mhb

WAR LABOR POLICIES BOARD

August 16, 1918.

THE NATIONAL ARCHIVES OF THE UNITED STATES

My dear Mr. Gabriel:

Your letter of May 21st addressed to the Hon. A. L. Lewis relating to discrimination against colored carpenters on Government work in Key West, has just been received by this Board.

I write to advise you that your complaint will receive prompt consideration.

Very truly yours,

Executive Secretary.

L. A. Gabriel, Esq.,
President Key West Branch,
N. A. A. C. P.
Key West, Fla.

HSG/mhb

To be taken up with Mr HAYNES
Dressing of Negro Economics

DEPARTMENT OF LABOR
Office of the Secretary
WASHINGTON

File 27-6 August 19, 1918.

File

MEMORANDUM TO:

Mr. Abercrombie,
Mr. Babson
Mr. Cannizzetti
Mr. Campbell
Mr. Clayton
Mr. Densmore
Mr. Eidlitz
Mr. Kerwin
Miss Lathrop
Mr. Frankfurter
Mr. Gompers
Mr. Hamilton
Mr. Meeker
Mr. Schneider
Mr. Stewart
Miss Van Kleek

THE NATIONAL ARCHIVES OF THE UNITED STATES

The attached memorandum is a corrected copy (my file 27-6) of the memorandum dated August 13, 1918, to the Secretary. The Adjustment Division, it will be noted, has been included among those divisions which, it is believed, will hardly have sufficient work manifestly or directly affecting Negroes to require the setting aside of special funds.

This memorandum is transmitted as a substitute for the one above referred to.

George E. Haynes

Director of Negro Economics

G-FB

Rec'd 8/24

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

August 21, 1918.

File 7-24

Mr. Felix Frankfurter,
Chairman, War Labor Policies Board,
Department of Labor,
Washington, D. C.

My dear Sir:

There have been a number of wild rumors circulated among colored people which are calculated greatly to affect their morale as laborers. Some of the matter may be German propaganda. The stories vary. One tale has been that the Government was going to draft all skilled laborers and put them to work in Government plants at $1.00 to $1.50 per day,- about the pay of a soldier; another was that the new regulations about unskilled labor meant that every man must stay on the job he has until ordered to move by the Government, and that if he left that place he would be arrested. The rumor has also been spread that the new work-or-fight order of the Provost Marshal meant that men would be drafted for labor and put under conditions practically amounting to peonage.

As Chairman of the War Labor Policies Board, will you kindly give me a statement which will set at rest any such rumors.

Yours very truly,

George E. Haynes

Director of Negro Economics.

GEH-KFP

August 28, 1918

My dear Dr. Hynes:

I am not surprised that wild rumors are being circulated among the colored people in regard to the labor policies of the Government, for there are numerous persons who generate and propagate rumors of all kinds.

I fear you would be very interested if you thought that the native good-sense and the patriotic reaction of the colored people will give scant heed to idle talk and wild rumors. Several times, I should like to answer specifically one of your questions so that you may put to rest the rumor, whatever it is, and the source of its origin.

First - Of course the Government has no thought of "drafting skilled labor and putting these men to work in Government plants at $1 to 1.50 per day." The thing is ridiculous on its face. To the contrary, the Government has designed some crippled men who were serviceable for industrial work than for combatant service, on indefinite furlough in order to work in essential industries. But in such cases, the policy is to pay such furloughed men the wages prevailing for civil workers in the communities to which they are assigned.

Secondly - The Presidential policy in regard to labor recruiting is the policy of effective cooperative effort by which the man-power of the nation is to be devoted to the national needs. There is no compulsion about it. No man is compelled to stay on the job and no man is arrested - as the wild rumors to which you refer have it - if he leaves without a Government order. The policy enjoined upon the nation by the ~~Government~~ President

merely means that plants largely engaged in essential war work shall receive priority consideration from the United States Employment Service in its supply of unskilled labor, and that such concerns must recruit their labor through the Governmental agency. It is merely regulated freedom to take the place of the chaos of competitive conditions that prevailed in peace days but which are intolerable in war time.

Thirdly - The "work or fight" order is within the jurisdiction of the Provost Marshal General's office, and I know General Crowder will say authoritatively and emphatically what everyone knows, - that it does not mean conscription of labor. It is as different from peonage as self-dedication for national purposes is different from peonage. The order simply embodies the national spirit and the national will, - that everyone should contribute to the service for freedom upon which the nation is engaged either in useful industry or in useful military service.

It is a comfort to know that men like you and Dr. Scott are able to interpret so wisely and so convincingly the principles and policies which are guiding all of us. They are those principles of service and democratic life which are the aim of the nation, declared through the President in the prosecution of the war and which must be manifested in the daily practices by which the energies of the nation toward the successful prosecution of the war are being administered.

Sincerely yours,

Chairman.

Mr. George W. Hynes,

August 27,1918.

WAR LABOR POLICIES BOARD

NATIONAL ARCHIVES OF THE UNITED STATES

My dear Mr. Haynes:

I wish to supply you with the following statements which will help to refute the rumors which you state are being circulated among the colored people concerning labor policies of the government.

First, with regard to the rumor that the government is to draft labor needed for use in in ustries at soldiers' wages. We understand that the government is now granting soldiers indefinite furloughs to work in essential war industries but that they require that such furloughed men shall receive the prevailing wages paid in the communities to which they are assigned. In order to make certain that this is established as a fixed government policy, the War Labor Policies Board now has under consideration a formal resolution embodying this principle of requiring payment of the prevailing rate of wages.

Secondly, the regulations concerning unskilled labor issued by the Employment Service do not mean that every man must stay on the job until he has been ordered to move by the government, nor does it imply that he will be arrested if he does leave without such order. These regulations merely mean that concerns engaged in essential war work will receive priority consideration from the U.S. Employment Service in hiring unskilled labor and that such concerns must recruit their unskilled labor through that Service.

In regard to the rumor concerning the Work or Fight Order of the Provost Marshal General, we of course, cannot speak fro General Crowder in this matter but I feel entirely confident that General Crowder did not intend an interpretation of this matter which would bring about a condition of peonage. A committee of this Board, on which the Provost Marshal General's office is represented, is now working on the problem of the relation of military to industrial man-power and within the near future their definite outline of policy in this matter will be issued.

Cordially yours,

Chairman

Mr. George E.Haynes,
Dept. of Labor,
Washington, D.C.

File

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

August 31, 1918.

WAR LABOR POLICIES BOARD
Washington, D.C.

Attention: Mr. Bell, Executive Secretary.

Gentlemen:

With reference to a letter from Mr. Howard Gans, August 19, enclosing the correspondence from Mr. James A. Metcalf, assistant superintendent of the Sixth District of the U.S. Employment Service, which contained a letter to Honorable A.L. Lewis of Jacksonville, Florida, from L.A. Gabriel of Key West, Florida, I advise that attention to this complaint be postponed for the following reason:

A supervisor of Negro Economics has just been appointed for Florida and cooperative organization of white and colored citizens has just been started to do effective work in different parts of the state. As soon as we get this underway and our organization further perfected we shall then have some machinery thru which to deal with this problem along with two or three other of similar nature that have come to my attention.

If this is agreeable to you I shall hold the matter for attention and take it up with you later.

Yours very truly,

George E. Haynes
Director of Negro Economics.

H/MLC

MEMORANDUM.

TO: Dr. James Ford, U. S. Housing Corporation
FROM: The Director of Negro Economics
DATE: October 31, 1918
SUBJECT: Establishment of room-registration offices for dealing with colored people in cities.

Following our conference of Saturday, October 26, 1918, with reference to the cooperation of this office with the Home-finding Section of the U. S. Bureau of Industrial Housing and Transportation under your direction, I am pleased to present the following statement for your information and approval:

1. On plans approved by the Secretary, Negro Workers' Advisory Committees have been organized in Florida, Georgia, Mississippi, North Carolina, Kentucky, Virginia and Ohio. Similar committees are in process of organization in Illinois, Tennessee, New Jersey, Missouri and Louisiana. Local Negro Workers' Advisory Committees are being organized in the principal cities and counties of these states where there are considerable numbers of Negroes. In Florida, Georgia, Kentucky and Virginia, these advisory committees have formal working arrangements with the Councils of Defense, and similar arrangements are planned wherever feasible. We have Supervisors of Negro Economics who are colored men of efficiency and character in nine states. These supervisors have been very carefully selected to advise and cooperate in the work of the several divisions of the Department in their respective states wherever such work manifestly or directly affects Negroes. Through this plan, therefore, we are in close touch with very reliable and able colored people, in all the principal cities, or are able to get in touch with such persons in all the principal cities where you would probably have need of special home-registration work for colored people, judging from the names of the cities already given me.

The names and addresses of these State Supervisors of Negro Economics, with official stations, are as follows:

W. C. Armwood, 130 Hazan St., Jacksonville	FLORIDA
H. A. Hunt, 151 Auburn Avenue, Atlanta	GEORGIA
Forrester B. Washington, 116 N. Dearborn St., Chicago	ILLINOIS
J. C. Olden, U. S. Employment Service, Meridian	MISSISSIPPI
William A. Ashby, 9 Franklin St., Newark	NEW JERSEY
Charles H. Hall, 74 E. Gay St., Columbus	OHIO
C. T. Erwin, 1204 No. 31th St., Richmond	VIRGINIA
William Jennifer, 297 St. Antoine St., Detroit	MICHIGAN
Dr. A. M. Moore, (Special Agent). Durham	NORTH CAROLINA

We have, also, Chairman of State Negro Workers' Advisory Committees, who have also been chosen with great care. Their names and addresses are as follows:

Pres. N. S. Young, A. & M. College, Tallahassee — FLORIDA
Dr. T. W. Sherrod, Meridian — MISSISSIPPI
Dr. W. G. Atkins, State Normal School, Winston-Salem — NORTH CAROLINA
Pres. John M. Gandy, State Normal School, Petersburg — VIRGINIA

Permanent chairmen for the committees in other states are not yet appointed. We can furnish names and addresses of county and city chairmen also for many localities.

Other states are being organized and supervisors are being appointed as rapidly as the circumstances justify. We are therefore prepared to give your field agents active cooperation through these persons at Pittsburgh, Pa., Richmond, Norfolk and Newport News, Va., Charleston, W. Va., Atlanta, Ga., and Pensacola, Fla., and it is probable that as your work develops our organizations will have relatively developed so that our assistance may be available to you at many other points.

2. I advise the following line of procedure for establishing contact between the Negro people and your home-finding program.

a. That each of your field agents be furnished with a copy of this memorandum or its contents.

b. That wherever time allows and one of your agents plans to take up the question of the registration of colored homes in any city that he write either to the State Supervisor of Negro Economics of the Chairman of the Negro Workers' Advisory Committee and ask him for the names and addresses of the names of suitable colored persons in that city.

c. That upon going to such a city, colored persons so chosen be interviewed and made advisers in the first steps of approaching the colored people on this matter.

I advise this in view of the fact that (I) it will save duplication of machinery, and (II) in any effort of the Department which involves use of local persons it is imperative that the particular persons be selected with a knowledge both of their character and of local conditions. We have been making a special effort to get the men and women on whom dependence can be placed. I shall write each one of our supervisors and chairmen on this matter and ask him, if called upon, to give special care to the question of each individual whose name may be suggested to your field agents.

3. Again, I am of the opinion that on matters of recommendations of personnel, community contact, and race relationships. it would be well for your field agents to defer to the judgment of

these state supervisors of Negro economics who are men under oath and on the payroll of the Department, who have traveled over the state, and who are thoroughly familiar with the many problems involved.

Should you think will of looking to them for this service, this office will be glad to arrange for them to meet your field agents in the cities where work is to be started, in order to assist them in the first steps, provided ample notice is given and, and that the U. S. Housing Corporation make arrangements for transportation, per diem expenses for subsistence, and other necessary and actual expenses during the time of such visits.

Respectfully,

George E. Haynes.
Director of Negro Economics.

GEH:JCB.

December 13, 1918.

My dear Dr. Haynes:-

I have been away for some time and so your letter has not reached me till now. I suggest you get in touch with Earl Dean Howard, the Director of the Industrial Relations Committee of the Chamber of Commerce and tell him you do so at my urging. You will find him a good understanding person and very open-minded to the things that you will put to him.

With good wishes.

Cordially yours,

Chairman.

Dr. George E. Haynes.

77

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Columbus, O.,
December 12, 1918.

Mr. Felix Frankfurter,
War Labor Policies Board,
Department of Labor,
Washington, D. C.

My dear Mr. Frankfurter:-

Following the announcements of the Counselors of the Chamber of Commerce of the United States at Atlantic City last week, I am thinking that the negro work of the department would be greatly helped if we could get the active co-operation of the Chamber of Commerce, particularly in an effort to reach employers of negro labor both south and north. I am writing to ask if you are in touch with any one connected with that body sufficiently to find out the best persons with whom to get in touch on such a matter. I shall be back in Washington December 21st and will appreciate it very much if you will take any steps you think best with any representatives of that body now in Washington, in preparation of my taking up the matter more in detail upon my return.

Yours very truly,

George E. Haynes

Director of Negro Economics.

Just Howard
the man?
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MAR 15 1919

Sherman
Dr Ford
file

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

March 14, 1919.

1691

Memorandum

From: The Director of Negro Economics

To: Mr. Sherman, Director of U.S. Bureau of Housing and Transportation.

Subject: Housing Conditions.

The accompanying letter is a sample of requests that have come to this office, both verbal and by mail, during the past few months for some supervisory assistance in dealing with bad housing conditions among colored people, particularly Northern industrial centers, to which thousands of them have migrated.

Very bad conditions exist in cities like Newark, Philadelphia, Pittsburgh, Detroit, and Chicago. I wish to have a conference with you at an early date with reference to the possibility of widening the scope of the Service which has been rendering to the Negro house holders in Washington thru the Homes Registration Service, and to inquire if something cannot be done to improve existing conditions in a number of these cities.

Respectfully,

George E. Haynes

Director of Negro Economics.

H.M.J

Enclosures.

p43

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COPY

Duluth, Minn., Nov. 1, 1918

1691

Mr. J. E. Johnson,
St. Paul, Minn.,

Dear Sir:

In reply to your inquiry regard to housing conditions for Colored people at the Head of the Lakes, and in condition with the War Industries and Labor Board, I beg to say that the same is intolerable. First, there is no provisions made by the Minnesota Steel Co., for Colored employees, while there are adequate accommodations for whites.

Private business is discouraged by the reason that there are no buildings suitable to let to Colored people or tenants, either in or around the Steel Plants or in Duluth proper. The results have been that reliable and representative Colored people have come to this vacinity by the inducements of good wages and favorable climate to be driven to other fields of operations where conditions were more in keeping.

A conservative estimate of the number of Colored employees to my mind would be 1000 at the Minnesota Steel Co., five to six hundred at the Zenith Furnace Co., with 65% of the whole single men or men without families.

I should sincerely appreciate the matter if you could place this in the proper channel to get direct and specific investigation, also suggest for further information upon this subject the same would be gladly given upon request by the Colored Civic League, George Adams, Secretary, P. O. Bldg., Duluth, Minn.

Thanking you kindly in advance for your personal interest in these matters and believing that I express the sentiments of the good thinking people of this vacinity and hoping that you are successful in your noble and uplifting undertakings, I beg to remain,

Yours very truly,
(signed) W. T. Towles,

Mc

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

File 6-3-2 March 27, 1919.

1651

Memorandum:

From: The Director of Negro Economics
To: The Director, U. S. Bureau of Industrial Housing and Transportation
613 "G" Street, N. W., P. O. Box 1903,
Washington, D. C.

Subject: Negro home registrations

ATTENTION - DR. JAMES FORD - MANAGER, HOMES REGISTRATION

1. Following our conference the other day I have canvassed the matter of some of the best cities in the West that need attention in the matter of home registration and have gone over the matter with Mr. McCracken of your Service. The Supervisor of Negro Economics for Ohio has sent the accompanying list, and in conversation with Mr. McCracken it seems to me that Akron, Cleveland and Columbus will be the best places to visit. You will also note the names and addresses of the Chairmen of our Negro Workers' Advisory Committees who are located in each of these places.

2. The Supervisor of Negro Economics for Illinois has a similar list of addresses of Chairmen of advisory committees, but it seems to Mr. McCracken and me that Chicago and East St. Louis would be the most suitable places to visit for this purpose. He could also work out an itinerary from Chicago about as follows: St. Paul and Duluth, Minn.; Omaha, Nebr.; Des Moines, Iowa; East St. Louis, Ill.; Columbus, Ohio; thence to Washington.

3. As explained to you in conversation the other day, I have gone carefully over the question of a suitable person to employ as an additional per diem helper with the branch home registration office in Washington, in order to allow Mr. McCracken to be away in the field service. As explained to you, in view of the local circumstances it will be necessary to work the matter out in this way. We are very fortunate in being able to find a man in the person of Mr. Frank A. Byron of Chicago, now employed as a clerk with the House Naval Affairs Committee, with which he has been for ten years. I have looked up the question of his being employed in two

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capacities and find that his total salary will not exceed the limit allowed by law. I am also reliably informed that he was formerly employed, under a similar arrangement, in the Post-office Department of this city. His application and testimonials are sent herewith. May I ask that these papers be returned when they have served your purpose.

4. I am holding the letter from Mrs. Lillian A. Turner, Assistant to the Executive of the National Urban League, to write her as per your suggestion when your plan is fully settled as to the work of Mr. McCracken outside of Washington.

Respectfully,

George E. Haynes

Director of Negro Economics.

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Enclosures

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DEPARTMENT OF LABOR

Office of the Secretary

WASHINGTON, D. C.

March 18, 1919.

FILE 10-26

BULLETIN OF INFORMATION NO. 4.

FROM: Director of Negro Economics
TO: Supervisors of Negro Economics
SUBJECT: Housing Plans - Negro Workers

Under separate cover I am sending you a copy of the report of the Bureau of Industrial Housing and Transportation (U. S. Housing Corporation). On pages 12 and 39 to 45 you will find description of the organizations and activities of the Home Registration Service. This Service is certain to run until July 1, 1919, and plans are being developed to put into the field a special agent to develop Home Registration offices in cities where there is special need to help adjust housing problems of Negro workers.

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Please inform this office at once of the cities in your state where there is the greatest need for this service, numbering them in their order of importance. Also, give the names and addresses of the chairmen of the Negro Workers' Advisory Committees in these cities.

Please let this office have this information by return mail, if possible.

Very truly yours,

George E. Haynes

Director of Negro Economics

H-MLS

EXACT COPY AS SIGNED BY GEORGE E. HAYNES
MAILED 3/20/19 BY M. L. S.

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DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

APR 10 1919

Ford

File 6-3-2

April 9, 1919

Memorandum:

From: The Director of Negro Economics.

To: Doctor James Ford, U. S. Housing Corporation, 613 "G" St. N.W., Washington, D. C. (ATTENTION: Dr. Edward Shaub)

Subject: Establishment of Room Registration Offices for dealing with Colored People.

1. Enclosed herewith are the remaining names of Chairmen of Negro Workers' Advisory Committees in some of the cities shown in the report of the U. S. Housing Corporation. For additional information in this regard, may I suggest that you communicate with the State Supervisors? In other cities which you have listed in your report we have "Key Men", who in the first instance can give you able assistance in Negro matters. Should you wish a list of these "Key Men", I should be glad to furnish them as the occasion arises.

2. Reference to memorandum to Dr. Ford of October 31, regarding the establishment of Room Registration Offices for Dealing with Colored People in the Cities will show committees organized in some of the southern states. Since that date committees have been organized in other states, but in each case The State Supervisor could best supervise any State or Local cooperation.

kp-oct
Enclosure.

Respectfully,

George E. Haynes

Director of Negro Economics.

NEGRO WORKERS ADVISORY COMMITTEES (Supplementary list, April 10, 1919)

Alexandria, Virginia

George Lee, 810 Madison St.,
Rozier Taylor, 214 N. Payne St.,
Leon Baltimore, 600 S. Washington, St.,
H. T. White, 1012 Pendleton St.,
John Murray, 813 Princess St.,
Frederick Rich, 135 S. Peyton St.,
J. T. Holmes, 803 Gibbon St.,
R. D. Lyles, 616 S. Columbus St.,
Rev. Lorenza King, 116 N. West St.,
Edmond Hill, Attorney, 1014 Wythe St.,
Richard White, 433 N. West St.,
John W. Jackson, 825 Queen St.,
Mrs. Alberta Hammond, 624 S. Washington St.,
Mrs. Maggie White, 413 S. Union St.,
Mrs. Margie Hopkins, 416 S. Columbus St.,
Mrs. Emma Price, 813 Mt. Gomery St.,
Mrs. Carrie Arnold, 311 N. Patrick St.,
Miss Isabell Lewis, 1108 Princess St.,
Miss Fletcha M. Howell, Box 371
Dr. A. B. Penn, 809 Princess St.,

Note: Official invitations to the members of the Alexandria committee have not as yet been mailed. It is hoped to get them out this week. If any of these members are consulted it might be well to make this explanation.

Norfolk, Virginia

P. B. Young, 711 Highland Ave.,
Mrs. Ida N. Pasy, 1626 Church St.,
(These people will put you in touch with any other members of the committee whom you wish to find)

Portsmouth, Virginia

W. H. Jennings, Chairman, 710 London Street.

Newport News, Virginia

A. F. Williams, Chairman, 2300 Madison Ave.

Alton, Illinois

Joseph Russell, 4th St., Chairman

East Moline, Illinois (Not organized as yet)

Camden, New Jersey

H. F. Monroe, Chairman, U. S. Employment Service, 5th St. & Taylor Ave

Newark, New Jersey (Not as yet organized)

Paterson, New Jersey

John C. Wegner, Chairman, 131 Ellison St

Trenton, New Jersey

John E. Gill, 10 Broad St.,
Samuel Haverstock, Standard Inlaid Manufacturing Co.
(For additional names, communicate with Mr. Ashby, Supervisor)

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April 30, 1919.

Dr. George Haynes,
Director of Negro Economics,
Department of Labor Building,
Washington, D. C.

My dear Dr. Haynes:

Will you be good enough to send me a copy of the form or letter you use in the appointment of the $1.00 a year men to represent you in local communities? Can you inform me whether such appointments can be given to men who have Government contracts or who receive a State or a municipal salary?

Thanking you in advance for your courtesy, I am,

Yours very truly,

UNITED STATES HOUSING CORPORATION,

JAMES FORD,
Manager, Homes Registration and
Information Division

By:

Chief, Section of Homes
Registration Division

ELS/ARS

RECRUITING OF LABOR
MISCELLANEOUS

From - Assistant Director General,
U. S. Employment Service

To - Chairman War Labor Policies Board

Subject-Extension of Central Labor Recruiting Program.

I think the time has come when the U. S. Employment Service should take control (a) of the recruiting of labor of all kinds for non war industries; (b) of the recruiting of skilled labor for war work; (c) of the recruiting of women workers both skilled and unskilled.

It also seems that definite regulations governing advertising should be approved and enforced.

I therefore, submit herewith, and with the hope that they may be considered at the next meeting of the War Labor Policies Board, proposed resolutions covering these subjects. Our reasons for urging that these steps be taken are as follows:

(1) Recruiting by non-war industries: We have reached a point where we are definitely taking steps in conjunction with the War Industries Board to curtail the use of labor by the less essential industries. It is not consistent with this course that the non-war industries should continue to be permitted to actively compete with war industries for labor. This they are now doing both through their recruiting agents and by advertising. A normal and effective method of curtailing the use of labor in the non-war industries is to exercise control over the acquirement by them of new labor. They should, therefore, not be permitted to recruit labor in any way except with the authorization of the U. S.Employment Service granted by its state officers.

(2) As to skilled labor. Our reports indicate a very serious shortage of skilled labor; at least 75,000 machinists and tool makers being required by the Arsenals, the Navy, Aircraft Production and various Ordnance concerns from which we have had reports. The evils of this shortage are intensified by the fact that most of the recruiting which is now done results in merely taking skilled workers from one war industry to another. Very litte, if any recruiting by private concerns is drawing men from the non-essential into war industries. Instances of stealing of skilled workmen are called to our attention constantly. The Employment Service at present is exercising a great deal of control over the larger firms which have realized the necessity for following some common guidance, and are not recruiting anywhere without our authorization; their conduct in this respect being purely voluntary. The smaller concerns, which have not yet conceived the matter in its national aspect are, however, going ahead in their own methods and are keeping up the confusion.

The Employment Service is about to develop a new supply of skilled labor. Beginning December 1st it is going to make a special campaign of two weeks duration throughout the country to get a registration of all skilled workers of certain specific types who are not now engaged in war work. Through the arrangements being effected with the War Industries Board, it will be in a

position to force the release of skilled laborers from non-essential industries. If it has complete control of the situation it can make an application of these new labor supplies as they develope on an intelligent basis, guided by priority rulings from the War Industries Board as between needs of various Departments and from officers of Departments as to their own needs.

As a practical matter, the U. S. Employment Service through these measures will secure to a large extent control of the supply and to some extent control of the methods of recruiting skilled labor. Its work will, however, be very much interfered with by private contractors if they are permitted to compete with the Government program.

A failure to take such control of the recruiting of skilled labor would in our judgment be a failure to take the lead in trying to straighten out a confusion which is impeding the Nation's war program.

The U. S. Employment Service does not wish to attempt by its own agents alone to secure all the skilled labor required by war industries. Its proposal is that such industries continue their own recruiting forces for skilled labor, but that they be brought under control just as has been done in recruiting common labor. This method has proved on the whole thoroughly successful.

(3) The recruiting of women. There is no reason why the authority of the Employment Service should not cover both women and men. There is special reason why the recruiting of women should be solely controlled by the Employment Service. Such sole control gives a direct and positive means for the enforcement of the general standards governing the use of women in industry which are adopted by the War Labor Policies Board.

(4) As to advertising. The annexed proposed regulations governing advertising have been suggested by practical experience with this subject. Some advertising seems to be necessary in view of the fact that it has for many years been the custom of laborers, both skilled and unskilled, to watch the columns of the newspapers for positions rather than to apply at employment offices.

The evils of unregulated advertising have so impressed the Fleet Corporation that they are proposing to issue regulations concerning advertising just to stop competition of one shipyard with another. Unless regulations are made by the War Labor Policies Board governing all advertising, the shipyards will still be open to this form of competition from other lines of industry. The regulations proposed by us are parallel and conform with those which are proposed by the Fleet Corporation. They permit a very considerable use of advertising, and at the same time keep it under necessary control.

N. A. Smyth,

Assistant Director General.

PROPOSED RESOLUTIONS

W H E R E A S, the demands for skilled labor in war industries have become so great that is it now necessary to call on employers engaged in less essential tasks to release labor in order that our program may be maintained, and

W H E R E A S, labor recruiting by employers in non war work in competition with war industries and competitive recruiting for skilled labor by employers engaged in war work tends to retard production and to interfere with the efficient conduct of the war, and

W H E R E A S, the maintainance of proper standards for work by women requires that all recruiting of women for industry be conducted through the official governmental agency.

I T IS HEREBY R E S O L V E D,

(1) That from and after December 1st. 1918, no labor skilled or unskilled may be recruited by any employer by means of the use of labor agents, scouts, private employment agencies, newspaper advertising, or otherwise, except through or under permission of the U. S. Employment Service.

(2) These provisions do not apply to recruiting labor for the farms or by the United States Railroad Administration. They do not prohibit the employment of laborers who apply without solicitation at the place of business of the employer.

(3) The U. S. Employment Service should continue with regard to recruiting all kinds of labor, a liberal course in granting permission for the use, under its supervision and control, of private recruiting forces; such control to be exercised for the purpose of eliminating competition among employers engaged in war work, and of protecting employers engaged in war work from competition by those not so engaged.

(4) The authority of the U. S. Employment Service under this resolution and under the prior resolutions of this Board concerning recruiting of unskilled labor covers both male and female workers.

B E I T F U R T H E R R E S O L V E D that the following regulations with regard to advertising for labor, whether skilled or unskilled, are hereby adopted, and the U. S. Employment Service is authorized to enforce them.

(a) Every advertisement must in some adequate form of language state that no workers who are at present engaged in war work should apply. The officials of the company advertising for labor must take effective measures to prevent hiring any applicant answering the advertisement who is engaged in other war work, or who has left such work in response to the appeal of the advertisement.

(b) Advertisements may state the name of the employer, the place where the work is being done, the nature of the work and its patriotic value, and may list the types of laborers required.

(c) Each advertisement must state that applicants should apply for work through the U. S. Employment Service unless specific permission to mention some other place of application is given by the Federal Director of the U. S. Employment Service for the state in which the advertisement is published.

(d) No advertisements shall state

(1) Number of men needed
(2) Rate of Pay
(3) The amount of overtime
(4) The rate of compensation for overtime
(5) Housing conditions
(6) Welfare work
(7) Other specific inducements not hitherto mentioned
(8) Inducements in violation of the ways and standards fixed by any Federal Adjustment Board having jurisdiction.

(e) Any employer advertising for labor in a newspaper published in a state other than that in which the work is located, must first secure authorization from the Federal Director of the U. S. Employment Service for the State in which the advertisement is to be published, or from the Director General of the U. S. Employment Service.

OUTLINE OF PLAN FOR CENTRAL RECRUITING.

1: All recruiting for public and for private work should be through a single agency. This should be a Government agency, and the one agency within whose functions this properly falls is the United States Employment Service.

2: Recruiting through a single agency should be accompanied by the exercise of the Government's power to supply all requirements of industry, and in case of shortage, to supply all requirements for war purposes. In case of shortage, this means that the Government must exercise its power to withdraw men from non-war work to war work.

3: The underlying theory of the Government's action should be clearly understood as the application of the priority principle, that war production takes precedence over non-war production, and that the latter must be curtailed whenever the country's resources are insufficient to meet the needs of both; that while it may be necessary to prohibit non-war industries from employing more than a certain proportion of the number of men they desire, no attempt is involved to direct workers as to the kind of work they must do or the place where they must do it; that it will be within the power of every worker as heretofore to determine these questions himself, and that anything which he does in support of the Government in the prosecution of the war will be his voluntary act.

4: The wasteful competition which has resulted from non-centralized recruiting and the shortage as to certain classes of labor which is already being experienced by war industries, require that this plan

be made effective at the earliest possible date.

5: The effective date is dependent upon the time required for the installation of the priority machinery required, since the central recruiting portion of the plan (mobilization and distribution of the labor obtained through working priority machinery) can be executed at once through the existing and growing organization of the U. S. Employment Service.

6: The priority machinery should distribute the drain upon non-war work as equitably as possible and should meet the needs of war work as fully as possible. To accomplish both purposes, the aim of the present plan is to determine war requirements for labor and the present non-war use of labor as accurately as possible, and to base all decisions as to priority and allotment of withdrawals from non-war work and the supply of laborers to war work upon the accurate data thus obtained.

7: In view however of the pressing need for immediate relief, some relief must be based upon estimates or approximations of the facts, if the more accurate ascertainment thereof cannot be accomplished within a reasonably short time. In case it should become necessary to proceed on the basis of estimates, all action taken therewith will be subject to correction when the more accurate statistics become available, and future withdrawals from non-war work and allocations among war work will be based upon the accurate data thus obtained.

8: The plan should be made effective first for unskilled labor and later for skilled labor. By putting the plan thus only partly

into effect at the outset the strain upon the existing machinery and the machinery to be created will be lessened. In addition, both labor and business will have had an opportunity to familiarize themselves with the purpose, necessity and the administrative workings of the plan. Finally, the section of the problem thus first dealt with, the shortage of unskilled labor, is the most pressing at the moment and requires the simpler administrative machinery.

9: The countrywide need for centralized recruiting makes it advisable that the underlying principle be enunciated with respect to recruiting of both skilled and unskilled workers, and that industry realize at the earliest possible moment that the withholding of its application from any section of the field is only temporary until the necessary administration shall have been organized, and that meantime even this section of the field must be subjected to such necessary regulation as can be put immediately into effect.

10: The order shall therefore provide that beginning with the effective date all recruiting, except through the U. S. Employment Service, must cease, except that the U.S. Employment Service may either by general regulation or in specific cases grant permission for a limited period to recruit skilled labor otherwise than through that Service, under such regulations as that Service may prescribe. The Service would thus be in a position to grant a general temporary permission to recruit unskilled labor, but to require, for instance, that recruiting of skilled laborers from one district to another may take place only upon due notice to the Service and with its permission for each specific case.

11: The plan should be made effective through the following pronounce-

ments:

a: a resolution and order by the War Labor Policies Board embodying the entire plan.

b: a direction or resolution, as the case may be, by all the Departments represented on the Policies Board, citing the order of that board and requiring all agencies of such Department and persons holding contracts therewith, to comply with the order of the Policies Board.

Specifically, directions of this kind would issue from the Production Departments of the Government to their bureaus, and directly or through them to their contractors; similar directions from the Operating Departments, such as railroad administration, would issue to their employing agencies or other agencies involved. The War Industries Board's cooperation will be through a resolution Of the Board requiring compliance by industry with the plan enunciated by the War Labor Policies Board and providing for such action on the part of the War Industries Board as may be necessary to render the plan effective.

c: a Presidential proclamation, if obtainable, should be issued subsequent to the issuance of the order of the Policies Board, calling attention to such order and the pressing need therefor, the fact that this is one of the specific steps necessary for the carrying out of the Administration's plan for a National unified labor administration, and calling upon both labor and industry to ~~agree~~ cooperate in to the working out of the plan, not only through obedience~~in~~ fact but also through cooperation in spirit.

12: The steps in the working out of a plan with respect to the central recruiting of unskilled labor are as follows:

a: The needs of industries for additional unskilled laborers for their war work must be ascertained for each industrial community (the industrial community being the geographical district in which the resident labor can without change of residence be employed at any of the plants within the district).

b: All unskilled labor now employed in each industrial community must be ascertained.

c: The housing facilities at present within each industrial community and available for unskilled laborers additional to the laborers resident therein must be ascertained.

d: Based on the first two items mentioned and subject to such correction by the third as will insure against the introduction of laborers into a district which cannot supply the requisite additional housing facilities, an adjustment must be made of the number of unskilled laborers employed upon non-war work in each district and of the additional number which can be obtained for war work. This adjustment must be with a view to two results: first, supplying war work with all its requirements for unskilled labor; second, distributing the withdrawal of unskilled laborers from non-war work upon the most practicable equitable basis.

13: The administrative machinery required for the performance of the four functions mentioned in the preceding paragraph should so far as practicable, be found in the utilization or development of existing Government agencies, and should, so far as possible, avoid dupli-

cation of agencies covering any community or district, and duplication of work where more than one agency may be found necessary.

a: The first three functions mentioned are exclusively the ascertainment of facts. This is true of part of the fourth function and as to the balance thereof the undertaking is one of assembling labor and distributing it ~~through~~ either within its present industrial community or ~~through~~ to other industrial communities.

b: The mobilization and distribution of labor are activities for which the U. S. Employment Service is equipped and which it should therefore perform in the execution of its plan.

c: The ascertaining of the information is a work which requires a properly organized administration. In addition, it requires a personnel equipped with knowledge of the local communities and by a reputation of fairness to correct returns made by industries of the information required from them. Where the U.S.Employment Service has ~~this~~ equipment it should also handle the work of ascertaining the facts; where it is not [sufficiently] ~~so~~ equipped, machinery should be organized for the purpose, ~~preferably, either by building around the present framework of the U.S.Employment Service, or by attaching it for the purpose to a newly created framework.~~ Thus in communities, and ~~states and districts~~ where the U.S.Employment Service has not as yet available the necessary equipment, ~~boards should be created on~~ ~~may~~ the Policies Board should establish boards on which are represented an officer of the Employment Service and members representing Government Production Departments] Copy

~~state boards~~

substantially interested in work in the communities, and states ~~or district~~, and one representative for labor and one for ~~business.~~ management

14: As many of the Production Departments have divided up the country for their purpose in accordance with the district lines laid down by the U.S.Employment Service, the thirteen districts so established should be the largest administrative divisions involved in the execution of the plan. In each district either the District Superintendent of the U.S.Employment Service, if he is sufficiently equipped, or a board made up as above suggested (which organization is to be used may be determined at the outset by the Policies Board or its Committee on Central Recruiting) should determine the administrative subdivisions of such district. This may be either directly into the industrial communities within the district or the combination of sub-division into industrial communities and state divisions superimposed thereon. In case there be both state and industrial community sub-division, the District Superintendent or board should also determine the functions to be performed by each and to what extent there shall be direct relationship between the agencies in the industrial communities and the District Superintendent or board.

Similarly, the District Superintendent or board should determine which of the existing states and local agencies of the U.S.Employment Service are adequately equipped to perform the functions within their sub-division and which require the organization of boards in the manner above outlined: in the latter case the District Superintendent or board should be charged with the organization of such boards.

In some districts, such as the southwest, it may be sufficient

to have ~~them~~ merely state administrative machinery and no sub-division for the performance of the required functions into industrial communities. Such sub-division into industrial communities must of course be made in any event for the purpose of adjusting the proportion of workmen ~~upon~~ engaged in non-war work and war work.

This flexibility as to the machinery to be used is desirable in order to meet varying local conditions both as to the personnel of the U.S. Employment Service and as to the labor and industry affected.

16: The information required should be obtained from all industries in the country upon uniform blanks issued by the Government. This information should include the name and location of the plant, the nature of its output, the percentage of war work, if any, performed by it, the number of unskilled laborers in the plant's employ, and its requirements as of a given date, and its additional requirements for the three months' period thereafter (without taking into account turnover and without increasing the plants ~~now in~~ non-war production). There may be one or two other items required, but the number of items should be the irreducible minimum.

17: The distribution of the blanks should be with a view to expediting the ascertainment of the additional unskilled labor needs for war work. This is necessary in order to put the withdrawal plan into effect on the basis of estimates of the number of unskilled workers engaged in non-war work, if the more accurate figures thereon should be delayed beyond the time fixed for the first readjustment of unskilled labor

under this plan.

Provision should therefore be made for ascertaining such requirements in the possible absence of any machinery effective for the critical checking up of returns on the point whether the returning plant is or is not engaged in war work. This can be accomplished for a large number of the plants performing war work by having the blanks issued to Government contractors by Production Departments and to the plants from whom such contractors report to such Production Departments that materials are received necessary for production in compliance with the Government contracts. While these information blanks would be the same as those filed by all other industries they could bear a special stamp affixed on mailing by the issuing Production Department.

18: All plants should be required to file the required information and should be subjected to the penalty mentioned below for failure to file such information or for the filing of misleading information. All industries should be notified of the requirements and that the returns must be in by a certain date.

All checking up of the returns filed by them as to whether any plants have failed to file returns and as to the information reported should be done by the agency above outlined for the smallest subdivision for which there is such an agency -- in most cases the industrial community.

Any defaults for which there is no reasonable excuse should, after notice to the industry and after a reasonable but short time for explanation by it, be reported to the State or District Superintendents

or boards ~~or~~ and by them to the War Labor Policies Board ~~or its Committee on Central Recruiting~~.

19: Tabulations should be made after dividing the blanks returned into three classes: Class I--engaged exclusively upon war work; Class II--engaged only partly upon war work; and Class III--engaged exclusively on non-war work. The tabulations should be for each industrial community and should be divided in the three classes. Class II should be further sub-divided into II-a, II-b, II-c and II-d, representing respectively, all plants having more than 75% of war work, those having more than 50% and less than75%, those having more than 25% and less than 50%, and those having 25% or less.

Similar tabulations should be made ~~either~~ for the State ~~or District as the District Agency may determine~~ and then forwarded to the War Labor Policies Board ~~or its Committee on Central Recruiting~~.

20: The Policies Board ~~or its Committee~~ on the basis of this information can determine ~~which districts should~~ the extent to which any of the ~~thirteen districts~~ state must transfer unskilled labor to other ~~districts~~ states, and the extent to which any of the ~~districts~~ states should receive unskilled labor from other ~~districts~~ states. Notice thereof should be given the Director General of the U.S. Employment Service and to the ~~District~~ state Agencies operating under this plan. They should make some similar finding with respect to transfers within their ~~districts~~ state from one industrial community to another and give notice thereof to the agencies in

issued by the War Industries Board:

1: SHIPS

2: AIR CRAFT

3: MUNITIONS, MILITARY AND NAVAL SUPPLIES AND OPERATIONS

4: FUEL

5: FOOD AND COLLATERAL INDUSTRIES

6: RAILROADS

Where the community or district agency feels that there should be a departure from these priorities, ~~he~~ it should request permission therefor upon a statement of the facts to the Policies Board ~~or its Committee on Central Recruiting~~.

23: All workers to be released by any plants should be selected as follows:

All unskilled laborers should be given an opportunity after proper explanation of the purposes and needs to volunteer first for transfer outside of the community, and second for transfer within the community. Where there is a resulting deficiency in any plant it should designate all additional unskilled laborers whom it will release.

24: In the case of corrections of returns or other acts deemed by any plant unfair it shall have the right of appeal to the district agency; appeals from it to the Policies Board ~~or its Committee on Central Recruiting~~ should lie only where there is a certification of importance by the district agency, or where there is a division in the district board, or in such special cases as the War Policies Board ~~or its Committee~~ may deem that an

appeal should be allowed.

The best available estimates should be ascertained by the Committee on Central Recruiting and on these should be based the allotment of quotas to or from districts and to or from communities within those districts in case more accurate data is not obtainable within a reasonably short time through the machinery above outlined. The necessary corrections and accountings in view of this adjustment based on estimates should be made when the subsequent readjustments take place, based upon the statistics than at hand.

25: ~~An officer of~~ The War Policies Board ~~or its Committee~~ should be appointed to transmit all reports of inexcusable default in making returns or in the kind of information supplied to a designated officer of the War Industries Board. The War Industries Board should then immediately shut off the raw material supply of the offending plant either for a short or longer period and this fact should be given full publicity.

Change

26: The utmost publicity should be had for the entire plan and should be given at the earliest possible moment. Especial emphasis should be laid on publicity through trade papers, trade union papers and foreign language papers.

Suggest: Does "unskilled labor" as used herein apply only to industrial li— make clear.

C-1-b

Mf

U. S. DEPARTMENT OF LABOR
BUREAU OF INDUSTRIAL HOUSING AND TRANSPORTATION

UNITED STATES HOUSING CORPORATION
613 G STREET NORTHWEST—P. O. BOX 1903
WASHINGTON, D. C.

ADDRESS ALL CORRESPONDENCE TO THE CORPORATION
REFER TO

INDUSTRIAL RELATIONS DIVISION

INSTRUCTIONS TO CONTRACTORS AND ALL OTHERS CONCERNED

The labor policy of the Industrial Relations Division of the United States Housing Corporation will be governed by that adopted by the United States Employment Service and the War Labor Policies Board.

The plan the contractor should follow as to labor supply is:

First, make application to the nearest local agency of the United States Employment Service. If this agency can not meet the request, the contractor should

Second, have the local agency ask the Federal Director of the United States Employment Service in the State to supply the men. If the Federal Director in the State is unable to secure them, the contractor should

Third, request the Federal Director to have the Director General of the United States Employment Service in Washington authorize recruiting for the men in other States. At the same time the contractor should transmit to the Industrial Relations Division his request that his application be referred to the Director General.

The contractor should not attempt to secure his common or unskilled labor from any other source than the officially authorized agencies of the United States Employment Service. If men apply on the ground for employment without solicitation by the contractor or his agents, the contractor is permitted

to give them work, but he should not attempt to take labor from any other contractor or employer by any inducements whatsoever. "Scouts" or field agents to secure men may be used by the contractor, but under control of the Employment Service.

The contractor should keep the Industrial Relations Division of the United States Housing Corporation thoroughly informed as to his applications for labor other than those made of the local agency. The contractor should also supply the Industrial Relations Division with a statement covering his probable future demands for labor at monthly intervals over a period of six months from the time the contract is let. This statement should be revised monthly, and more frequently when found necessary. The contractor is especially instructed not to ask at any one time for more workers than he can actually and profitably use.

The contractor must put forth his best efforts to have conditions of employment and of living such as will tend to keep the men on the job. The policy of the United States Housing Corporation is for all contractors to conform, as much as possible, to standard rates of pay, hours of work, and conditions of employment.

FRANK J. WARNE, Manager,
Industrial Relations Division.

U. S. DEPARTMENT OF LABOR

W. B. WILSON, SECRETARY

TO ALL EMPLOYERS ENGAGED IN WAR WORK

The prohibition against private recruiting of unskilled labor, except under the direction of the United States Employment Service, heretofore announced by this Board, constitutes the first step in the central recruiting program and becomes effective on August 1.

The orders and estimates for unskilled labor received to date by the United States Employment Service show a shortage of such labor in those of the plants that have reported of approximately 500,000. These figures will be largely augmented when the returns are complete.

Some employers have failed to forward their requisitions for unskilled labor. All such are earnestly urged to send in their requisitions at once.

It will be necessary to recruit a considerable number of the workers needed from men now employed in nonwar work. The machinery for securing them is being extended throughout the country by the United States Employment Service.

The successful operation of the central recruiting program can be assured only through the loyal cooperation of all whom it affects. Inevitably it will impose at the outset, and until it becomes fully effective, a degree of hardship upon some employers, though in the end its benefits will be shared by all. The utmost effort will be made to minimize and in so far as may be possible to equalize the burdens. Of necessity that effort will for some time fall short of complete success.

Those who suffer temporarily will, we feel assured, accept the burden as part of their contribution to the cause to which the President has pledged our all. They will realize that only through the enforcement of such a program can there be achieved the full utilization of our forces whereby that pledge may be redeemed and whereby there may be maintained the uninterrupted flow of food, munitions, and supplies which is the first essential to the winning of the war.

Because of the widespread realization of these facts, we believe that intentional violations of the regulations will be rare. If any shall occur, complaints thereof should be addressed to the Federal Director of Employment for your State. If it is impossible to deal effectively with the situation locally, the facts should be reported through the Director General of the United States Employment Service to a committee of this Board which has been constituted to investigate such complaints and to secure appropriate action by the War Industries Board and by all other enforcing governmental agencies in all cases where the complaints shall prove to be well founded.

By order of

WAR LABOR POLICIES BOARD,
FELIX FRANKFURTER, *Chairman.*

RESOLUTIONS ADOPTED JULY 11, 1918, BY WAR INDUSTRIES BOARD.

Be it Resolved by the War Industries Board:

First. That the practice of manufacturers using competitive peace-time methods in the procurement of labor, resulting in the withdrawal of labor from war industries, is strongly disapproved, and henceforth this board, through its Priorities Division, will in proper cases withhold priority assistance from employers who persist in pursuing such methods.

Second. That a copy of this resolution be certified to the Chairman of the War Labor Policies Board and to all other governmental agencies employing or dealing with labor, and that it be given general publicity.

AUGUST 1, 1918.

74226°—18

WASHINGTON : GOVERNMENT PRINTING OFFICE : 1918

U. S. DEPARTMENT OF LABOR,

U. S. EMPLOYMENT SERVICE.

LABOR RECRUITING AFTER AUGUST 1, 1918.

I. BY EMPLOYERS IN WAR WORK.

To minimize the danger of interruption to war work in effecting the change from present competitive methods of labor recruiting, the Government's Central Labor Recruiting Program, as heretofore announced, provides that at the outset employers may continue to hire unskilled laborers who apply for work without solicitation, and that private field forces may be utilized under control of the United States Employment Service.

In order that the United States Employment Service may be as effective as possible, it is highly important that each employer engaged in war work keep the local office of the United States Employment Service informed from day to day of his exact needs for unskilled labor.

PRIVATE RECRUITING OF UNSKILLED LABOR.

The regulations which govern private recruiting are as follows:

1. Employers may continue to hire workers who apply at the plant without solicitation, direct or indirect.

2. The Federal Director of Employment in each State is authorized to grant permission to employers to use their own field agents for recruiting unskilled workers under his direction and control for war industries located within the State.

3. Permission to recruit unskilled laborers in States other than the one in which the work is located may be secured from the Director General of the United States Employment Service upon the recommendation of the Federal Director of Employment for the State in which the men are needed. Such permission will be communicated by the Director General to the Federal Directors for the States in which the labor is needed and from which it is to be recruited.

4. No unskilled labor may be transported from one State to another without authorization from the Director General, to be secured by application through the Federal Director of Employment for the State in which the labor is recruited. No laborers may be moved from one Employment District to another within a State without authorization from the Federal Director of Employment for the State.

5. Employers who receive permission to transfer workers from one State to another or from one district to another within any State must file a statement with the nearest Employment Service Office, of the number of men transferred, the wages offered, and other terms and conditions of employment promised to the men.

6. Employers who are permitted to use their own field agents for recruiting labor must in no case use any fee-charging agency, or use any agents or labor scouts who are paid for their work on a commission basis.

7. All advertising for unskilled labor, whether by card, poster, newspaper, handbill, or any other medium, is prohibited after August 1, 1918. This applies to all employers engaged wholly or partly in war work, whose maximum force, including skilled and unskilled laborers, exceeds 100.

RECRUITING SKILLED LABOR.

No restrictions are for the time being placed upon employers engaged in war work in recruiting their own skilled labor, other than that they should so conduct their efforts as to avoid taking or causing restlessness among men who are already engaged in other war work, including railroads, mines, and farms, as well as work covered by direct and subcontracts for departments of the United States Government.

Federal directors of the United States Employment Service for the several States are instructed to give every possible assistance to employers engaged in war work who desire to recruit skilled labor.

Employers in war work are at present under no restrictions as to advertising for skilled labor, other than that all advertising should be designed and conducted so as to avoid creating restlessness among men in war work (as above described).

II. EMPLOYERS IN NONWAR WORK.

Nonwar industries should not offer superior inducements or in any other way undertake to compete for labor with the Government or with employers engaged in war work (as above described). Observance of the letter and spirit of this provision is necessary for the efficient prosecution of the war. Methods of recruiting and of advertising which do not offend against it are permitted.

U. S. EMPLOYMENT SERVICE,
J. B. DENSMORE, *Director General.*

AUGUST 1, 1918.

74327°—18

WASHINGTON : GOVERNMENT PRINTING OFFICE : 1918

U. S. Department of Labor
U. S. EMPLOYMENT SERVICE

MEN IN CHARGE OF WORK IN STATES

STATE.	NAME.	STREET.	CITY.
Alabama	George B. Tarrant	29 North 19th St.	Birmingham
Arizona	Thomas J. Croaff	34 South Central Ave.	Phoenix
Arkansas	R. B. Keating	Main & Markham Sts.	Little Rock
California	William T. Boyce	806 Claus Spreckels Bldg.	San Francisco
Colorado	Roady Kenehan	355 Federal Bldg.	Denver
Connecticut	Leo A. Kerper	State Capitol	Hartford
Delaware	A. G. Benkhart	Old Federal Bldg.	Wilmington
Florida	Walter A. Dopson	130 Hagan St.	Jacksonville
Georgia	H. M. Stanley	16 South Pryor St.	Atlanta
Idaho	M. J. Kerr		St. Anthony
Illinois	Mark L. Crawford	116 North Dearborn St.	Chicago
Indiana	Louis C. Huesman	225 North Pennsylvania St.	Indianapolis
Iowa	A. L. Urick	State Capitol	Des Moines
Kansas	J. W. Kelley		Topeka
Kentucky	W. Pratt Dale	525 West Market St.	Louisville
Louisiana	Hans A. M. Jacobsen	City Hall	New Orleans
Maine	Charles S. Hichborn	Blaine Mansion	Augusta
Maryland	John K. Shaw	26 Commerce St.	Baltimore
Massachusetts	Wm. A. Gaston	State House	Boston
Michigan	James V. Cunningham	101 Fort St. West	Detroit
Minnesota	Hugo Koch	319 Second Ave. South	Minneapolis
Mississippi	H. L. J. Barnes	Mazza & Woods Bldg.	Meridian
Missouri	W. W. Brown	804 Grand Ave.	Kansas City
Montana	Scott Leavitt		Great Falls
Nebraska	Geo. J. Kleffner	2218 South 31st St.	Omaha
Nevada	J. E. Horn	182 Fourth St.	Reno
New Hampshire	E. K. Sawyer	442 Central St.	Franklin
New Jersey	Lewis T. Bryant	State Capitol	Trenton
New Mexico	D. A. MacPherson		Albuquerque
New York	Henry D. Sayre	230 Fifth Ave.	New York City
North Carolina	Geo. J. Ramsey		Raleigh
North Dakota	Lindley H. Patten		Bismarck
Ohio	Fred C. Croxton	State House	Columbus
Oklahoma	C. E. Connally	State Capitol Bldg.	Oklahoma City
Oregon	Wilfred F. Smith	247 Davis St.	Portland
Pennsylvania	E. C. Felton	Seventh Floor, Finance Bldg.	Philadelphia
Rhode Island	Edwin A. Burlingame	State House	Providence
South Carolina	H. L. Tilghman	1222 Washington St.	Columbia
South Dakota	Charles McCaffree	State Capitol	Pierre
Tennessee	Joseph T. Ware	732 Stahlman Bldg.	Nashville
Texas	Charles F. Gordon		Smithville
Utah	P. J. Moran	153 West South Temple St.	Salt Lake City
Virginia	Ralph Izard	910 East Main St.	Richmond
Washington	Lawrence Wood	First Ave. & Main St.	Seattle
West Virginia	Lemuel B. Spaun	811½ Kanawha St.	Charleston
Wisconsin	Eswald Pettet	State Industrial Commission	Madison
Wyoming	Ed P. Taylor	State Capitol	Cheyenne
Vermont	Robt. W. Simonds	State Capitol	Montpelier

August 1, 1918.

13-21

PLAN FOR CENTRAL RECRUITING AND LABOR PRIORITY.

I. The Machinery to be used.

1. United States Employment Service: the normal basic unit of this organization used under this plan shall be the State Office. The local offices are not sufficiently widespread, and heretofore the Service has preferred to have the responsibility placed primarily upon the state officers. As the local offices become universal and the Service places the responsibility more fully upon them, this plan will be subject to modification. It is unlikely, however, that this point will be reached before the initial stages of the operation of this plan will have been completed.

Each State Employment Service will of course report to the Director General of the Service in Washington as at present. The Director General should instruct the State officers to comply with the regulations effective under this plan and give similar instructions to the local offices in so far as they may be used.

2. Priority Boards:

a: The War Labor Policies Board shall appoint a National Priority Board made up of one representative of each of the Departments represented on the Policies Board.

This National Priority Board shall be responsible to the War Labor Policies Board and act under its direction and the direction of its Chairman. The National Priority Board shall have an Executive Secretary appointed by the Chairman of the Policies Board.

b: State and Local Priority Boards.

(1) The Chairman of the War Labor Policies Board shall

ask the commercial organizations of the United States, through the United States Chamber of Commerce, to name State and local Priority Boards, and to open to them for the conduct of their work the offices and other facilities of the organizations.

(2) Each State shall be divided by the National Priority Board, after consultation with commercial organizations, into districts, each district to be co-terminous with the geographical units generally regarded as separate industrial communities, and as containing each within itself separate population centres from which the labor supply for the industry of the particular district is drawn.

(3) The Chairman of the National Priority Board shall request the commercial organization of each district to name three men to serve as the United States Priority Board of that district.

(4) The Chairman of the National Priority Board shall ask the State commercial organization of each state to name three men to serve as the United States Priority Board for that State. If there be no State commercial organization the Chairman of the National Priority Board shall select three men in any manner suggested by the United States Chamber of Commerce, after consultation by it with the local commercial organizations of the state.

(5) The members of the State and District Priority Boards shall serve without pay. Each Board shall appoint an Executive Secretary. The Executive Secretary and all clerical and stenographic assistance shall be paid for by the United

States Labor Administration.

II; General Notice to Industry.

1. Contents of the notice. The notice shall include the following:

a. Recruiting shall be conducted exclusively through the United States Employment Service, beginning

b. To the extent to which labor for war production is not otherwise available, it will be withdrawn from non-war industries by, and allocated among war industries by, United States Government Priority Agencies which are now in process of organization. To ascertain the facts upon which such action will be based, information will be called for from all industries.

c. All properties or industries employing unskilled labor are required to mail on or before to the local Priority Boards operating in the district in which the property or industry is situated, certain information required by the Government. Uniform blanks for this purpose can be obtained from any office of the United States Employment Service or from any United States Priority Board whether Local, State or National. The reporting unit shall be the plant and not the owner. Two or more plants in different districts or dissimilar in their output shall, if under one ownership, be adequately distinguished by appropriate language. For the purpose of making these returns all properties or industries employing unskilled labor are divided

into three classes, and any property or industry applying for blanks shall in so doing specify the class within which it deems itself to fall.

The three classes are as follows:

Class I: Government operated properties (including railroads); properties or industries devoted exclusively to the production of articles in compliance with contracts with the United States or any of the Allied Governments; properties or industries devoted exclusively to the production of foods, feeds or fuels; properties or industries devoted exclusively to the direct or indurect production of more than one of the foregoing, or directly or indirectly in aid of Government operated properties. The work ~~of~~ this class, and similar work of the Class II shall be known as "war work."

Class II: Properties or industries devoted only in part to the direct or indirect production of any of the foregoing, or only in part in direct or indirect aid of Government operated properties.

Class III: All other properties or industries.

d. You will assist the Government by promptly reporting any violations of its regulations. Recruiting through agencies other than the United States Employment Service should be reported to the State Director of the United States Employment Service for the State in which the offence occurred. Misleading information furnished to any office of the United States Employment Service or to any United States Priority Agency should be

reported to it.

e. Recruiting other than through the United States Employment Service, or the furnishing of misleading information to that service or to any United States Priority ~~Agency~~ Board will subject the offending industry, if a war industry, to classification for priority purposes, with non-war industries, and in all cases will subject the offending industry to the stoppage of the supply of materials, and will make it inadvisable to award in the future any Government contracts to the offending industry.

In addition, notices from Government Departments to Government contractors and to Government plants operating agencies or recruiting agencies (other than the United States Employment Service) shall include the following:

f. Blanks are enclosed for the determination of your requirements and for the assistance of the United States Priority Agencies. Attached to the blanks is a memorandum explaining their use. If blanks of this kind have already been filled out and sent in by you to the proper agencies, do not use the enclosed. These blanks should not be filled out by any private industry employing labor unless it is directly or indirectly devoted in whole or in part to the production of articles in compliance with contracts with the United States or any of the Allied Governments or of foods, feeds or fuels.

In addition, notices from Production Departments of the Government to contractors having contracts from those Departments shall include the following:

g. For the protection of your own supplies, please send us a list of the names and addresses of all from whom you receive supplies used in the production of Government materials. This list should be mailed no later than the day following the receipt of this notice.

2. Method of issuing the notice.

a. The Government Departments shall send a notice as coming from their respective Departments to contractors having contracts with the respective Departments and to Government plants (such as arsenals and Navy Yards) and to operating agencies (such as railroads) and recruiting agencies (such as those serving in the Department of Agriculture). Government Production Departments shall similarly send copies of the notice to all industries reported by Government contractors in response to Item g of the notice.

b. The Chairman of the War Labor Policies Board shall, in behalf of the Board, bring the notice to the attention of the general public. Special emphasis shall be given publicity through trade papers, trade union papers and foreign language newspapers.

III. The determinationof the facts necessary for the execution of the plan.

1. The blanks upon which the information shall be furnished.

a. The blanks shall be of three different colors, one for each of the three classes of properties and industries designated above. The blanks of each class shall bear their class designation together with a statement of the ~~proposed~~ properties and industries falling within that class.

b. The information required of all properties and industries shall be as follows:

(1) Class I:

(a) Name of owner (followed by language distinguishing the particular property reported on if the same owner is also reporting on other properties).

(b) Address of owner.

(c) Location of property.

(d) Nature of output.

(e) Designate which of the following headings covers the output of the property:

SHIPS --	(including destroyers and submarine chasers
AIRCRAFT --	
MUNITIONS, MILITARY and NAVAL SUPPLIES and OPERATIONS	(building construction for Government needs. (Equipment for same.
FUEL	(Domestic consumption. Manufacturing neces- (sities named herein.
FOOD AND COLLATERAL INDUSTRIES	(Foodstuffs for human consumption, and (plants handling same. ((Feeding stuffs for domestic fowls and (animals, and plants handling same. (All tools, utensils, implements, machinery, (and equipment required for production, (harvesting and distribution, milling, (preparing, canning and refining Foods and (Feeds such as seeds of Foods and Feeds, (Binder Twine, etc.

FOOD AND COLLATERAL INDUSTRIES	(Products of collateral industries, such as (Fertilizer, Fertilizer ingredients-- (insecticides and fungicides, Containers (for Foods and Feeds, collateral products. (Materials and equipment for preservation (of Foods and Feeds, such as Ammonia and (other refrigeration supplies including ice.
RAILROAD	(Or other necessary transportation equipment, (including water transportation.

Including all necessary raw materials, partially manufactured parts and supplies for completion of products.

(f) If the property or industry is only indirectly used in aid of production at Government operated properties, or for production of articles in compliance with contracts with the United States or any of the Allied Governments, or for production of foods, feeds or fuels, the relationship to such production shall be specified in detail, including the name and address of all intermediate and ultimate properties or industries using the output of the reporting property or industry.

(g) The number of unskilled laborers needed on the following dates who will be put to work on the set dates or as soon thereafter as supplied. The requirement for any date should be on the assumption that requirements on all previous dates have been supplied and should not take into account turnover or vacancies arising subsequent to the filing of the application by reason of discharges, lay-offs or

refusal of employees to continue in the employment. The needs reported must be exclusively for war work as herein defined and only such as would exist if the ~~percentage~~ amount of non-war work (if there be any such) be not increased.

Date	Number	
(First date noted should be the first day on which labor withdrawn under orders of the Priority Boards from non-war industries can be supplied, and the subsequent dates should be at regular intervals of either one, two or four weeks.)		(If colored labor can be used how many of the laborers required may be colored.)

(h) The number of unskilled laborers (listing white and colored separately) employed on (here insert the date of the issuance of the recruiting plan).

(i) Wages and hours:

Number of hours in Basic Day	Wage per hour
Number of hours worked	Rate for overtime.

(2) Class II: The blanks shall be the same as those for Class I except that a tenth item shall be added marked "j": the percentage of output directly or indirectly used for production by any one in compliance with contracts with the United States or any of the Allied Governments or production of foods,

feeds or fuels or for the production of more than one of the foregoing.

(3) Class III. The blanks shall be the same as those for class I except that items e, f and g, appearing on Class I blanks shall not appear on Class III blanks. The last two items in Class III shall remain h and i, and astericks shall be inserted in the space which would otherwise be used for items e, f and g of the Class I blanks.

2. Distribution of blanks and tabulation of information received.

a. The DistrictPriorty Board shall furnish to every applying property or industry a blank for the class within which the applicant claims to be. Where the class is not specified by the applicant blanks for all three classes shall be furnished. The Board shall accompany all blanks furnished with copies of the general notice first above set out.

b. Lists of employing properties or industries.

(1) Each Government production and operating department shall transmit to the National Priority Board the names and addresses of all properties and industries to which notices and blanks shall have been sent by the respective government departments. The National Priority Board shall transmit to each of the State Priority Boards similar information for each of the properties and industries within their respective States appearing on such lists. Where information as to persons having

contracts with government contractors is not available at Washington but is in possession of government officers or agencies in other parts of the country, they shall transmit to the State Priority Boards similar information for properties and industries to which such officers or agencies send the notices and blanks.

(2) Each State Priority Board shall transmit to the various District Priority Boards of the State similar information for the properties and industries within the jurisdiction of the respective District Boards.

(3) Each District Board shall make up a list of the properties and industries within its district employing unskilled labor. For this purpose it shall use the information furnished to it by its State Board and shall obtain all necessary assistance from local commercial organizations and other sources of information.

c. The District Priority Boards shall on the expiration of the period for the filing of the required information notify all properties and industries within the district from whom the information has not yet been received and shall report to the State Boards all cases of total or partial default for which the defaulting property or industry furnishes no proper excuse.

d. The District Board~~s~~ shall have power to note corrections on any return deemed by it to be incorrect either as to classification or in any of the items reported. Notice of such correction shall

be sent to the reporting property or industry and if after objection by the latter the correction is allowed to stand appeal may be taken to the State Priority Board.

In case the decision on such appeal should be by a divided Board or the State Board certifies to the National Board that the question involved is sufficiently important to justify appeal to the National Board, appeal may be taken to the latter.

e. Tabulation:

(1) All filled-in blanks returned shall be filed by classes and ~~then~~ for each class in alphabetical order by the name of the reporting property or industry.

(2) Copies of all tabulations made up by the District Priority Boards shall be furnished in duplicate to the State Priority Boards which shall transmit one copy thereof to the State Director of the United States Employment Service. Copies of all tabulations made by the State Priority Boards shall be furnished to the State Director of the United States Employment Service and to the National Priority Board.

(3) The District and State Priority Boards shall make up tabulations in the following order; those first specified to be totals of the information filed on the following points (reference being to the respective items of the blanks of the respective classes). The work shall be done in the order here given, the total for the first item being first ascertained, then for the second item and so on.

(a) Class III, Item h, number of unskilled laborers (listing white and colored separately) employed on

(b) Class I, Item g, number of unskilled laborers needed on the following dates who will be put to work on the set dates or as soon thereafter as supplied.

(c) Class II, item g, number of unskilled laborers needed on the following dates who will be put to work on the set dates or as soon thereafter as supplied.

(d) Class II, item h, number of unskilled laborers, (listing white and colored separately) employed on the date of the issuance of the recruiting plan. This report shall be divided into four parts; first, properties or industries which in response to Item j report a percentage of 25 or less, to be known as Class II a; second, those reporting a percentage over 25 and less than 50, to be known as Class II b; third, those reporting a percentage over 50 and less than 75, to be known as Class II c; fourth, those reporting a percentage over 75, to be known as Class II d.

(4) All information under the foregoing number shall as soon as completed be telegraphed by District Boards to State Boards and by State Boards to National Boards and confirmed by mail.

(5) The following tabulations shall be made up by the District Priority Boards; separately for each of the three classes:

(a) An alphabetical list of the reporting properties and industries, setting opposite their names (separately for white and colored unskilled laborers) the number employed on the (date of the issuance of the recruiting plan) and the numbers required on the dates specified in Item g of blanks for Classes I and II.

(b) A list indexed under the wage per hour with subdivisions under each wage per hour showing the total earned in the normal working day. Under these headings ~~should~~ shall be placed in alphabetical order the names of the properties or industries paying the rate of wages noted for the number of hours noted.

3. Each District Board shall make such investigation as its sources of information within the District permit of housing facilities within the district as to enable it to report not later than (here fix a date by which it is probable the preliminary telegraphic information will be ready), The number of additional unmarried laborers, also the number of additional families for whom reasonable housing facilities are at that time to be found within the district. This information shall be sent to the State Priority Board which shall total the returns from all the districts in the State. The State Priority Board shall transmit a copy of the district returns to the State Director of the United States Employment Service and a copy of the total for the

State~~s~~ to the National Priority Board. The State priority Boards shall also report to the National Priority Board the extent to which the number of laborers required in the various districts of the State exceed the housing facilities available within those districts, the report to be for the State as a whole.

The transmission of this information sh~~ould~~all be by telegraph confirmed by mail.

4. The State Director of the United States Employment Service shall ascertain the number of unskilled laborers obtainable in each district of the State other than through the withdrawal of laborers then at work and shall transmit this information by districts to the State Priority Board and for the state as a whole to the Director General of the United States Employment Service, who shall in turn transmit this information separately for each State to the National Priority Board.

IV. Transfer of unskilled labor to war properties and industries.

1. General principles to be followed:

a. Priorities:

(1) Class I properties and industries shall be supplied before Class II properties and industries.

(2) Within each class the priority shall be in the order named in the priorities classification of the War Industries Board, Items 1 to 5 and 7.

SHIPS	(Including destroyers and submarine chasers.)
AIRCRAFT	
MUNITIONS, MILITARY and NAVAL SUPPLIES and OPERATIONS	(building construction for Government needs.) (Equipment for same.)
FUEL	(Domestic consumption. Manufacturing neces-) (sities named herein.)
FOOD AND COLLATERAL INDUSTRIES	(Foodstuffs for human consumption, and) (and plants handling same.) ( ) (Feeding stuffs for domestic fowls and) (animals, and plants handling same.) ( ) (All tools, utensils, implements, machin-) (ery and equipment required for produc-) (tion, harvesting, and distribution, mill-) (ing, preparing, canning and refining) (Foods and Feeds such as seeds of Foods) (and Feeds, Binder Twine, etc.) ( ) (Products of collateral industries, such) (as Fertilizer, Fertilizer ingredients-) (insecticides and fungicides, Containers) (for Foods and Feeds, collateral products.) ( ) (Materials and equipment for preservation) (of Foods and Feeds, such as Ammonia and) (other refrigeration supplies including ice)
RAILROAD	(Or other necessary transportation equip-) (ment, including water transportation.)

Including all necessary raw materials, partially manufactured parts and supplies for completion of products.

b. Allocation: Laborers shall so far as possible be transferred to employments paying the same rate of hourly and daily wages as they have been receiving, and conducted at not too great a distance from the present residence of the men; so far as possible white and colored laborers should be assigned in the proportions requested

2. Determination of extent of transfer.

a: by the National Priority Board. The National Priority Board shall ascertain the quotas which in all the states shall be required to furnish for other states and the quotas to be furnished to any of the states from other states by the following method:

(1) Tabulate the net requirements (i.e., the requirements less the supply available other than through withdrawals) by states and ascertain the total (to be referred to as the National net requirements).

(2) Tabulate by states and by totals the number of unskilled laborers employed by Class III industries, the number employed by Class II-a industries, the number employed by Class II-b industries, and the number employed by Class II-c industries. The totals for State and Nation shall be known as the National-State supply under each of the classes tabulated.

(3) Ascertain the percentages of the National supply in the aforesaid classes necessary to equal the national net requirements, as follows:

(a) Ascertain the percentage, not in excess of 25, of the National supply in Class III necessary to equal the National net requirements.

(b) If there be a deficiency ascertain the percentage not in excess of 20 of the

National supply in Class II-a necessary to make up this deficiency.

(c) If there still be a deficiency ascertain the percentage not in excess of 12½, of the National supply in Class II-b necessary to make up the deficiency.

(d) If there still be a deficiency ascertain the percentage not in excess of 5, of the National supply in Class II-c necessary to make up the deficiency.

The percentage ascertained in each class shall be termed the supplying percentage of that class.

(4) Ascertain the probable number of unskilled laborers yielded within each by the application of the supplying percentages to the state supply in their respective classes. The total so yielded for all classes shall be termed the supplying totals of each state.

(5) The states shall be divided into two groups, the first to be known as the supplying states, in which the state supplying totals exceed the state net requirements; and the second group to be known as the supplied states, in which the state net requirements exceed the supplying totals. For each state the difference between the state's supplying total and the state's net requirements shall be ascertained and shall be termed for the supplying states, the state excess, and for the supplied states, the state deficit.

(6) The additional housing facilities available for unmarried unskilled laborers shall govern the apportionment of quotas as between states in the following manner (the various terms hereinafter used being analagous in meaning to those used in connection with National and State totals, above):

(a) The net requirements, the supplying totals and the excess deficit for each district of each state shall be ascertained.

(b) The number of laborers who would be assigned to each district showing a deficit, if the state's supplying total were apportioned among all districts in proportion to their net requirements, shall be ascertained.

(c) The number thus ascertained for each district showing a deficit should be deducted from the district's net requirements, the balance to be known as the district's non-balanced extra-state requirement. A similar deduction should be made from the number of unmarried unskilled laborers for whom the district has additional housing facilities, the balance to be known as the district's housing facilities for extra-state labor.

(d) From the district's non-balanced extra-state net requirements should be deducted the district's supplying total, the balance to be known as the district's extra-state requirement.

(e) The housing facilities for extra-state labor of all the districts of each state (and in case this number for any district exceeds the district's extra-state net requirement, then the latter shall be substituted in the tabulation for the former) shall be totaled, to be known as the state's housing facilities for extra-state labor.

(f) The housing fadilities for extra-state labor of each state shall establish the maximum of unskilled laborers assignable to that state from other states. The accounting term for each state's deficit which does not exceed its housing facilities for extra-state labor, or which if there be an excess shall be deemed reduced to the housing facilities for extra-state labor, shall be uniformly known as the reduced deficit of the state.

(7) The total of the reduced deficits of the states showing deficits shall be ascertained.

(8) The percentage which the total reduced deficit of all the states bears to the total excess of all the states shall be ascertained and known as the extra-state percentage.

(9) The number yielded by applying the extra-state percentage to the excess of each of the supplying states shall determine the number required to be supplied by it to other states, and shall be known as the supplying state's

extra-state quota.

(10) The National Priority Board shall notify the Director-General of the United States Employment Service of the reduced deficit of each supplied state and the extra-state quota of each supplying state, and shall send similar notice with respect to each state to its State Priority Board. The Director General of the United States Employment Service shall send similar notice for each state to the State Director of the United States Employment Service therein.

b: by State Priority Boards. Each State Priority Board shall ascertain the quotas which any of the districts within the state shall furnish to other districts thereof, and the quotas to be furnished to any of the districts by other districts, as follows:

(1) The total of the requirements of all districts, less the reduced deficit in the case of each supply state, shall be ascertained and known as the state's reduced requirement.

(2) The total number of unskilled laborers in all the districts of the state in all the Class III industries, Class II-a industries, Class II-b industries, and Class II-c industries, shall be ascertained separately for each of the foregoing classes and sub-divisions thereof.

(3) The percentages of the totals thus obtained necessary to equal the state's reduced requirements (in the case of supplied states) or the state's requirements, plus its

extra-state quota (in the case of supplying states) shall be ascertained as follows:

(a) Ascertain the percentage not in excess of 25 of the Class III total necessary for this purpose.

(b) If there is a deficiency ascertain the percentage not in excess of 20 of the Class II-a total necessary to make up the deficiency.

(c) If there still be a deficiency ascertain the percentage not in excess of 12½ of the Class II-b total necessary to make up the deficiency.

(d) If there still be a deficiency ascertain the percentage not in excess of 5 of the Class II-c total necessary to make up the deficiency.

The percentage thus ascertained shall be termed the supplying percentages of the classes to which they apply.

(4) Ascertain the number of unskilled laborers yielded for each class within each district by the application of the supplying percentages to their respective class totals.

(5) The districts shall be divided into two groups, the first to be known as the supplying districts, in which the district supplying totals exceed the district net requirements; and the second group to be known as the supplied districts, in which the district net requirements exceed the supplying totals. For each district the difference between the

district's supplying total and the district's net requirements shall be ascertained and shall be termed for the supplying districts, the district excess, and for the supplied districts, the district deficit.

(6) The additional housing facilities available for unmarried unskilled laborers shall govern the apportionment of quotas as between districts in the following manner:

(a) The number of unmarried unskilled laborers for whom any district showing a deficit has additional housing facilities, if less than the district's deficit, shall constitute the district's reduced deficit.

(b) The supply of unskilled labor introduced into districts having reduced deficits will in consequence be less than the actual requirements of the district, and the agency operating therein for the United States Employment Service will be obliged to resort in apportioning the laborers supplied to the priority principle above established, and to prorate among industries within the same sub-division of the same priortity class.

(c) In the case of all districts having deficits, the number of unskilled laborers which they are entitled to receive from points outside the district shall be known as the reduced deficit of the district.

(7) The total of the reduced deficits of the districts shall be ascertained.

(8) The percentage which this bears to the total of the district's excess shall be ascertained and shall be known as the extra-district percentage of the district.

(9) The number yielded by applying the extra-district percentage to the excess of each of the supplying districts shall determine the number required to be supplied by it to other districts, and shall be known as the supplying district's extra-district quota.

(10) The State Priority Board shall notify the State Director of the United States Employment Service of the reduced deficit of each supplied direct, and the extra-district quota of each supplying district, and shall send similar notice with respect to each district to the District Priority Board.

(c) By the Local Priority Boards. The District Priority Board of each district shall ascertain the quotas which any of the properties or industries within the district shall release, as follows:

(1) The net requirements, or in the case of supplied districts, the reduced requirements of the districts shall be ascertained.

(2) The total number of unskilled laborers in the district in Class III industries, in Class II-a industries, in Class II-b industries and in Class II-c industries shall be ascertained separately for each class and sub-division

thereof.

(3) The percentages of the totals thus obtained necessary to equal, in the case of supplied districts, the reduced requirements of the district, or in the case of supplying districts, the net requirements plus the extra-district quota, shall be ascertained as follows:

(a) Ascertain the percentage not in excess of 25 of the Class III total necessary for this purpose.

(b) If there is a deficit ascertain the percentage not in excess of 20 of the Class II-a total necessary to make up the deficiency.

(c) If there still be a deficiency ascertain the percentage not in excess of 12½ of the Class II-b total necessary to make up the deficiency.

(d) If there still be a deficiency ascertain the percentage not in excess of 5 of the Class II-c total necessary to make up the deficiency.

The percentages thus ascertained shall be known as the supplying percentages and shall determine the percentage of the number of men employed by the industries in the various classes to be released by them for employment in war industries.

(4) The District Priority Board shall notify the State Priority Board and the State Director of the United States Employment Service of the supplying percentages of the district.

3: The transferring machinery.

a: Each District Priority Board shall proceed as follows:

(1) Notify the properties and industries within the classes and sub-divisions thereof required to release unskilled laborers of the supplying percentage for that class or sub-division. The notice shall require the property or industry to release on the specified dates specified numbers of unskilled laborers. The number released shall leave in the employ of the property or industry no more and no less than the percentage of the number of unskilled laborers reported by the property or industry equal to one hundred minus the supplying percentage. Any variation in the number released which thereby results from the number ordered by the Priority Board to be released shall appear in the number released on the last releasing date; or where this is insufficient, on the date or dates next preceding the last.

(2) It shall enclose the necessary blanks on which the addressee shall make the report required.

(3) It shall enclose printed forms of notice in English and foreign languages to be posted in the plant at points and in languages which will bring the contents to the attention of all unskilled workmen in the plant.

b: The employing property or industry receiving such notice shall proceed as follows:

(1) It shall post the copies of notices to be read by the unskilled laborers employed.

(2) It shall provide the arrangements for taking the names of all unskilled laborers of its employees who volunteer for transfer. Enlistments shall be made separately for those volunteers willing to be transferred from the state, those willing to be transferred from the district, and those requiring that they be continued at work within the district. Volunteers shall be registered up to a certain date (preceding the date of the return to be made by the employer).

(3) The employer shall select additional men to make up any deficiency existing after the time for volunteer enlistment has expired.

(4) The employer shall report on the blanks furnished to it the information required, the report to be made to the State Director of the United States Employment Service (or if he designates a local office, then to such office). These blanks shall include the following items: name, address, color, and rate of pay (hourly and daily wage) of the men to be released and the dates of their respective release.

c: The United States Employment Service. This Service, either through its State Directors, or at its option, through local offices, shall proceed as follows:

(1) It shall enlist the support of labor and labor organizations within the district or state, so as to stimulate volunteering and facilitate the dissemination of information among workmen with respect to the purposes and workings of the Priority

machinery.

(2) The State Director will receive no later than (a date fixed) from the properties and industries subjected to the withdrawal order, the required reports.

(3) The State Director will ascertain which properties and industries subject to withdrawal orders have defaulted, either wholly or partly, in reporting, and shall notify them of such default. He shall transmit notice of all defaults for which there is not a satisfactory excuse, to the State Priority Board, which shall in turn transmit notice thereof to the National Priority Board.

(4) The State Director shall make up the quotas to be transferred or to be received for new employment in the following order: first, for transfer from or to the state; second, for transfer between districts within the state; third, for transfer within districts.

(5) He shall notify released employees at their address and also by notice to their present employers to be transmitted by them to the employees, as follows:

(a) The date when they shall report for transfer.

(b) The point at which they shall report for transportation if they are to leave the district, or the name and address of the property or industry within the district to which they shall report if they are to remain within the district.

(6) He shall notify all employers to whom unskilled laborers

are being released within the same district, of the names of such laborers and the dates of their release.

(7) In the case of transfer between states:

(a) The Director General of the United States Employment Service shall notify the State Director of the supplying state of the quota required and the states to which specific numbers shall be supplied.

(b) The State Director of the supplied state shall notify the State Director of the supplying state of the point or points to which he desires to have the men sent, together with the number required for each point.

(c) The State Director of the supplying state shall provide the necessary transportation, accompanying agents, etc., and shall notify the State Director of the supplied state of the number of men sent, specifying the railroad and train number of the movement, the day and hour of departure, and the names of accompanying agents, if any.

(d) The State Director of the supplied state shall make the necessary arrangements for receiving the transferred men at the points specified within his state, and shall notify the State Director of the supplying state of such receipt.

(8) In the case of transfers between points in the same state: The State Director shall make the necessary arrangements

for agents at the dispatching and receiving points, and so far as necessary, shall provide the accompanying agents.

V: Provision against violations:

The National Priority Board shall through the War Industries Board and their Priority Agencies, make immediately effective the penalties for defaults or violations for which there is no reasonable excuse, and shall give the widest possible publicity to action taken.

VI: General Suggestions:

1: The earliest and fullest possible publicity should be given to the entire plan so as to prepare business interests for all of its workings.

2: All blanks, forms, tabulation sheets and envelopes should be printed and distributed at the earliest possible moment.

3: Daily reports should be sent by all District Priority Boards to the State Priority Boards, and by all State Priority Board to the National Priority Board. Daily reports should also be sent by the State Directors of the United States Employment Service to the Director General. Wherever helpful, copies of reports or extracts therefrom shouldbe exchanged between the United States Employment Service and the Priority Boards, both State and National.

4: The State Priority Boards and the National Priority Board should be continuously in session during the workings of the plan to answer all questions of subordinate boards and to direct.

B-21

SUGGESTIONS FOR HANDLING THE PROBLEM OF LABOR SUPPLY

Four principal steps must be taken:

1 - Elimination of competition of labor.

2 - Establishment of priorities both as between industries and as to the extent of the priority of any industry.

3 - Census of workers and industries.

4 - Dilution and training.

ELIMINATION OF COMPETITION.

This is to be achieved by effort along two lines:

1 - Recruiting through a single agency;

2 - Establishment of all applicable uniformity with respect to wages and conditions.

This uniformity can be established only after a study of the facts, and this must be provided for in Government contracts and by adjustment not only through the settlement of disputes, but also through the revision of existing Government contracts and indirect pressure brought to bear on private industries not working for the Government through the War Industries Board.

CENTRAL RECRUITING.

To make central recruiting fully effective, the Government must have the power not merely to prevent all other recruiting, but also to provide war industries with the necessary labor. The latter requires the announcement of priority policies and their enforcement so that labor already employed may be withdrawn from the less essential to the more essential industries.

On the other hand, not merely employers, but also employees will have a tendency to interfere with the effectiveness of central recruiting and with the enforcement of priority policies. To meet such disturbance arising from the ranks of labor, it will be necessary to destroy the sources of those tendencies, and the sources are the inducements to move from one industry to another because of differences in rates of wages and in conditions of work and living.

Consequently, central recruiting is only one of the methods of eliminating competition for labor, and the elimination of such competition is only one of the methods of adequately regulating the labor supply. Central recruiting in itself cannot be fully effective unless at least one of the other methods of regulating the supply, namely, by the enforcement of proper priority principles, is also resorted to, and further unless one of the other methods of eliminating competition - the establishment of uniformity as to the establishment of wages and conditions - is also brought into play.

The plan for central recruiting, including as it should everything necessary to make the plan effective, must therefore look also to the question of priority and the question of uniformity of wages and conditions.

PLAN FOR CENTRAL RECRUITING.

The steps to be taken in their proper order are as follows:

1 - Notice to all industry to discontinue its recruiting, except through the United States Employment Service, should be given as follows:

(a) The various production and operating departments should notify all Government contract people to discontinue recruiting except through the U.S. Employment Service.

(b) The War Industries Board or some other agency should notify all other employers to do the same under pain of stoppage of the materials they require.

2 - The Government should make sure that employers are complying by -

(a) Using the existing or an enlarged force of the U.S. Employment Service to detect violations.

(b) Requesting cooperation from all of the Government Services and from Government contractors to report violations.

(c) Asking all other employers and the general public to cooperate in the same way.

(d) Rigid enforcement of the penalties for violations; in the case of Government contractors, by holding up payments

or in such other fashion as the contracts permit, or the refusal of future contracts will make effective; in the case of other employers by all indirect pressure, such as stoppage of materials and, if possible, stoppage of railroad car supply, etc.

3 - The effective cooperation of all war industries and their cooperation should be insured by providing the necessary supply by -

(a) Allottment of the available labor sup ly among war industries.

(b) The drawing of additional labor needed for war industries from other industries in which they are then employed.

The first of these two measures depends in part upon the general priority principles which the War Labor Policies Board will adopt and in part upon the facts in each district as to the extent to which the various plants have already satisfied their needs.

The ascertainment of these facts and the application of the general principles adopted in Washington to the facts of the locality should properly be left in the hands of someone chosen by representatives of the War Industries in localities or of someone appointed from Washington, perhaps, ~~per~~ preferably by the Labor Administration.

As to the second step, the withdrawal of men from non-war industries. In each locality there should be a person or board quickly gathering the facts and justly determining the local priorities in accordance with the general principles adopted in Washington and making the proper allocations as to the withdrawal

of employes. This would involve also the determination of what industries not having war contracts are war industries and the extent to which they may be termed war industries. The local boards for the determination of these matters might be made up of representatives from the Government plants in the vicinity or from some of the industries in the vicinity having war contracts, to be presided over, if this be deemed advisable, by someone from the Labor Administration, or in some other way.

All these efforts should properly be preceded by a quick estimate of the types and size of industries in each district, the available labor supply and the number of men being used by the various industries. This might properly be done done through the district and local offices of the U.S. Employment Service.

4 - Uniformity as to wages and conditions. A survey of the facts must first be made and then the wages and conditions in the various industries of the districts should so far as possible be made uniform. The plans for such uniformity should be executed, at least, through local officers or boards and these might well be the agencies for ascertaining the facts and, in accordance with general principles laid down in Washington, applying these general principles to the facts for necessary variations, etc.

Record / Recruiting

B-21 Draft proposed by Mr Smyth.

Proposed Letter of Recommendation to the President.

Sir:-

The War Labor Policies Board having considered the critical situation presented by the existing difficulties in securing prompt and adequate supplies of labor, both skilled and unskilled, for war industries, and by the present competitive methods of recruiting for war workers with the consequent waste due to abnormally high turn-over has adopted resolutions embodying a constructive program to meet the need.

In order to secure the enforcement of this program and its hearty approval and adoption by employers and employees throughout the country, it is respectfully recommended that if it meets your approval, it be made effective through a presidential proclamation.

A draft of such proclamation as we have in mind is respectfully submitted herewith.

Briefly stated that facts and considerations which have led us to make our recommendations are as follows:

1. There is today a shortage of unskilled labor in war projects so great as to retard the progress of war work. There is a like shortage of certain classes of skilled workers.
2. There is no available surplus of unemployed labor of the kinds indicated. The necessities of war require that the needed men be secured from among those engaged in industries less important in time of war.
3. At present one contractor engaged in war work is recruiting labor from those employed by another; instances are constantly occuring where one Government project secured men at the expense of another. The extent of this resulting in loss of

time, money, and war efficiency so great as to constitute a serious evil. The effect of present methods on the workers is to cause restlessness and encourage idleness, and increase turn-over to alarming proportions.

4. The only remedy which we can find is to make some one official agency responsible for the task of recruiting workers for all industry connected with the war, and to give such agency full and effective control of the whole situation.

5. The U. S. Employment Service of the Department of Labor is the only agency organized for such purpose. We believe that the program outlined in our recommendations will enable such Service to take over the great task involved gradually, and that its machinery can be extended and perfected sufficiently rapidly to handle the situation as it develops, provided it is given full control, and all departments cooperate with it heartily.

6. The necessary labor for war industries must and can be met, even if industries less essential have to be curtailed or are forced to find means to substitute new labor to replace what they yield to the interests of the Nation. To accomplish this result, however, will require a united effort to meet the emergency. The initial call, we believe, should come from the highest source.

RECRUITING OF LABOR
CORRESPONDENCE (APRIL - MAY, 1918)

W. H. WHITE, JR., PRESIDENT
WALTER G. COOPER, SECRETARY

HENRY W. DAVIS, TREASURER

D. C. LAWHON, ASS'T SECRETARY

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May 17, 1918.

Hon. Felix Frankfurter,
Room 237, War Department,
Washington, D. C.

Dear Sir:

Referring to the conversation in your office last Monday, when Mr. Woolford and I called to see you, I beg to submit the following memorandum and suggestions in compliance with your request.

In order that the attitude of this community may be clearly understood, permit me to say that the Atlanta Chamber of Commerce has during the past year devoted a large part of its time and energy to the service of the Government in various ways through a Committee on Public Safety organized for that purpose. In addition to procuring the expenditure of $200,000 to meet the War Department's requirements for Camp Gordon, the Atlanta Chamber of Commerce conducted last year a Food Campaign extending throughout the cotton region and organized 700 local committees to push food production.

Not only the members of this Chamber but the entire community is ready to make any sacrifice which the Government thinks necessary to the winning of the war and every County in the Southeastern States has over subscribed its quota to Liberty Bonds, besides contributing largely to various war funds.

Feeling thus we lay before you certain conditions which not only make it difficult to operate industry successfully but work a hardship on the Government itself in the prosecution of the war and these conditions we understand your office and the Employment Service and the Department of Labor are working to change and substitute therefor such harmonious machinery as will enable the Government to take such labor as is needed for war work without unnecessary disturbance of legitimate industry, which must continue to do business if it continues to pay the tax which is necessary to the support of the Government.

MEMORANDUM

Several Departments of the Government and several Bureaus of the War Department are competing actively in this section for labor and Government contractors are paying unheard of prices with the result that the cost to the Government is enormously increased while

legitimate and necessary industries are very seriously embarrassed and burdened.with what appears to be an unnecessary disturbance in industrial conditions.

To illustrate,at this moment two men, W L Smith and W H Bass, labor agents representing Porter Bros., a contracting firm which is constructing warehouses for the Norfolk Quartermaster's Terminal, are advertising for 500 negro laborers for Government work at $3.85 per day and lodging and are actually hiring them in large numbers, about 200 having been shipped from here yesterday and last night with a statement from these agents that they expect to ship about six carloads more by Sunday if the railroads can furnish transportation.

These men are accompanied by a man who carries the following printed card:

R. E. Templeton,
U S Department of Labor,
Examiner, U S Employment Service,
910 East Main Street,
Richmond, Virginia.

One of the labor agents told me that Mr. Templeton accompanied them for their protection. I understand that these labor agents are operating in clear violation of the State Law and that there is no Federal Law to protect them in such violation. I understand that the Government itself, through a Bureau of the War Department recently caused similar labor agents doing similar work in Chattanooga to be thrown in jail, although they represented another bureau of the War Department and carried cards similar to that carried by Templeton.

That particular information was given me by Mr C T Clayton, Assistant Director General of the U S Employment Service at the Department of Labor last Monday.

I understand from Mr. Densmore and Mr. Clayton that the Department of Labor contemplates a very large extension of its series of Employment Bureaus with the idea that all Government requirements for labor will be supplied through those bureaus and that it will be done so as to take the labor necessary for war work without unnecessary disturbance to industrial conditions.

At present, however, the mischief goes on and serious trouble is being caused by the work of these labor agents and the excessive prices they are paying. I am sending you herewith a copy of their advertisement which has appeared in the Atlanta Georgian for several days.

I understand from Mr. Densmore that his Service contemplates the making out of a labor budget upon which requisitions for labor in different communities will be made.

I learned also from Mr. Clayton that very soon this state will be called upon to furnish labor for the Mussel Shoals Nitrate Works, from 300 to 500 laborers per week for two months and that the Agricultural Department estimates the requirements of Georgia farms for additional labor at 114,000.

Mr. J. E. Bodenhamer, who is working in this State as Farm Help Specialist called at this office and asked the aid of the Public Safety Committee in securing 100,000 laborers to go from cities and towns of Georgia to the farms of this State. He is asking us to actively assist him in that work.

Hundreds of thousands of negroes have been taken from the South during the past several years and many thousands during the past twelve months. This includes all classes of negro labor and has seriously affected both agriculture and industry and has taken a large proportion of the domestic help from the towns and cities.

When the South has already been very largely depleted of negro labor and industry is already seriously suffering, the operation of Emigrant agents on the radical plan shown by their advertisement creates a very serious industrial disturbance and enormously increases the cost of labor to the Government.

This advertisement is a typical case of excessive wages paid by the Government Contractors. I suppose all this comes out of the Government and that it is as bad for the Government as it is for other industry.

SUGGESTIONS

That some plan be devised and speedily put into operation to stop the reckless methods employed by various parties claiming to represent the Government directly or indirectly in securing labor.

That some control of Government contractors be established to prevent such operations as are now going on in this community as above described; that the employment service of the Government be extended as rapidly as possible and that it be given an abundance of efficient help in order that it may fully meet the requirements of all departments of the Government and make such competition of the Government with itself unnecessary.

That these agencies be authorized to serve other industry.

That as speedily as possible a labor census or survey or labor registration to include all gainful workers be made.

That steps be taken to put in training enough unemployed persons to supply the deficiency in those crafts and pursuits in which the labor supply is indufficient.

That the local Chambers of Commerce, Public Safety Committees and similar bodies throughout the country be informed as early as possible in what way they can assist the Government in handling this problem.

That information as to labor supply and the method of distribution be given as early as possible to commercial bodies and to the press so that managers of industry and business of all kinds may know what to expect and may make reasonable calculations as to the extent of the sacrifices they will be called upon to make in giving up labor and with some kind of estimate as to the output they may safely undertake to produce and contract for.

Below I give you a copy of a telegram sent this morning to Mr. John B. Densmore, Director General of the Employment Service by instruction of our Committee on Public Safety. This will show the urgency of the matter, all of which is respectfully submitted:

"W L Smith and W H Bass, labor agents, representing Porter Bros, contractors constructing warehouses at Norfolk Quartermaster's terminal, accompanied by R E Templeton, whose card states he is Examiner U S Employment Service U S Department of Labor, nine ten E Main Street, Richmond, Va., shipped two hundred negroes to Norfolk last night and expect to ship six carloads more by Sunday on promise to pay $3.85 per day and lodging for that labor.

"This appears to be contrary to policy outlined by you in interview with Woolford and myself at your office Monday. Their advertisement for wages sixty percent above market rate and actual employment of hundreds of negroes on that basis plays havoc with labor situation here.

"We understand acts of these men clear violation of State law and there is no federal law to justify such violation. Such agents have been thrown in jail in Tennessee and Florida for similar offense. Strong feeling prevails that such action here would be directly in Government interest and necessary to conduct of absolutely essential industries here.

"We do not wish to frame any indictments until you have opportunity to wire your views for fear that ours may not sufficiently recognize the larger interests, but would ask prompt reply and cooperation from you.

"Can you not have these men withdrawn at once. You understand we may not even be able to restrain action by individuals pending your reply.

"I send telegram by direction of the Public Safety Committee."

Yours very truly,

A G Cooper
SECRETARY.

C O P Y

WESTERN UNION TELEGRAM

Atlanta, Ga., May 17, 1918.

Hon. John B. Densmore,
Director General, Employment, Service, Department of Labor,
Washington, D. C.,

W. L. Smith and W H Bass, labor agents, representing Porter Bros. contractors constructing warehouses at Norfolk Quartermaster's terminal, accompanied by R E Templeton whose card states he is Examiner U S Employment Service U S Department of Labor, nine ten East Main Street, Richmond, Va., shipped two hundred negroes to Norfolk last night and expects to ship six carloads more by Sunday on promise to pay three dollars eighty five cents per day and lodging for that labor period.

This appears to be contrary to policy outlined by you in interview with Woolford and myself at your office Monday period Their advertisement for wages sixty percent above market rate and actual employment of hundreds of negroes on that basis plays havoc with labor situation here period

We understand acts of these men clear violation of State laws and there is no federal law to justify such violation period Such agents have been thrown in jail in Tennesee and Florida for similar offense period Strong feeling prevails that such action here would be directly in Government interest and necessary to conduct of absolutely essential industries here period

We do not wish to frame any indictments until you have opportunity to wire your views for fear that ours may not sufficiently recognize the larger interests, but would ask prompt reply and cooperation from you period

Can you not have these men withdrawn at once period You understand we may not even be able to restrain action by individuals pending your reply period

I send telegram by direction of the Public Safety Committee

W G COOPER, Secretary
Atlanta Chamber of Commerce.

COPY

TELEGRAM

Washington, D?C May 17, 1918.

W G Cooper,

Chamber of Commerce,

Atlanta, Georgia.

Government's policy is not to remove laborers from one war industry to another. If our officer in Atlanta is satisfied that these laborers are absolutely required in Atlanta for essential war industries they should not be shipped to Norfolk. Otherwise they should be permitted to go at once.

John B Densmore,

Director-General.

COPY OF TELEGRAM.

Atlanta, Ga. May 18, 1918.

Hon. John B Densmore,

Director General Employment Service Labor Department,

Washington, D. C.

Commissioner Stanley says direct Government requirements for building Government machine shop, enlarging cantonment, making ammunition, building Government warehouses and public health service require more than two thousand laborers he cannot furnish in addition to many more needed for essential war industries besides farms and will so report to you today by wire or phone.

We earnestly request you to call off labor agents, Templeton, Smith and Bass at once.

Public Safety Committee of

Atlanta Chamber of Commerce,

by W G Cooper.

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

WASHINGTON

IN ANSWERING REFER TO

No.

May 18, 1919.

Memorandum for Mr. Frankfurter:

Your attention is called to the fact that a Mr. Smith and a Mr. Killigar, both in the employ of the Turner Construction Company, brought 21 colored laborers from Philadelphia, and 35 laborers from New York, respectively, to work on the contracts which this company has in this city. As this concern is working on Government contracts for the Navy Department, it would be greatly appreciated if you would take this matter up with that Department and, if possible, compel them to obtain their labor through our Service in New York.

We have previously discussed this concern with Assistant Secretary Roosevelt.

Director General

CR

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

May 21, 1918.

MEMORANDUM for Secretary Roosevelt:

I should like to bring to your attention an interference with the activities of the U. S. Employment Service through private agents in the employ of the Turner Construction Company, which is engaged on Government contracts for the Navy Department. It appears that a Mr. Smith and a Mr. Killigan brought 81 colored laborers from Philadelphia and 25 from New York to work upon this Company's contract in Washington. This is the second time this Company has resorted to independent recruiting of labor through private employment agencies in New York and Philadelphia, although in each of these cities the Employment Service has large and competently organized employment offices which are open to this Company.

May I ask you to have the proper word sent to the Turner Company against the wasteful interference by the independence of the Company's agents with the U. S. Employment Service.

Hon. Franklin D. Roosevelt.

May 23, 1918.

MEMORANDUM for Mr. Densmore:-

Referring to memorandum from Mr. Densmore to Mr. Frankfurter dated May 18th calling attention to the activities of agents of the Turner Construction Company in recruiting labor through sources other than the U.S. Employment Service;

In our talk today you felt it would be wiser to continue to call matters of this kind to the attention of the Production Departments pending effective action by the Policies Board. Such communications from Mr. Frankfurter to the various Production Departments would put the burden more squarely on the latter and take away from them and their contractors any alleged justification, if the memoranda stated specifically that in each case the U. S. Employment Service was able to furnish at the point in question the number of men thus independently recruited.

If your local offices, in making complaints of this kind, can furnish you with this additional information greater headway can probably be made with the Production Departments, and if you feel that this would be a wise addition in all cases, I shall hold up the memorandum to Secretary Roosevelt in the case first above mentioned until the Service sends us this additional information for that case.

J. S. Densmore.

Washington, D. C.

June 5, 1918.

TO THE WAR LABOR POLICIES BOARD:

Your Committee on Central Recruiting makes the following recommendations:

1. All recruiting of industrial labor for public or private work connected with the war should be conducted through or in accordance with methods authorized by one agency. This should be the U. S. Employment Service. The present working agreement between the Departments of Labor and Agriculture relating to recruiting of farm labor should remain in effect.

2. The full power of the Government should be exercised through such agency to supply all the labor requirements of war industry and by means of volunteer recruitment to transfer men to such extent as may be necessary from non-war work to war work.

3. This program should be put into effect gradually, by first applying it, beginning with July 15, 1918, to unskilled labor, and thereafter as rapidly as possible to skilled labor. At the outset general authorization may be given (a) for hiring unskilled labor without solicitation (b) for recruiting labor for railroads, farms and non-war work and generally by employers whose full working force will not, with the addition of the labor recruited, exceed one hundred and (c) for recruiting skilled labor. Such authorizations by the U. S. Employment Service should be given under regulations, to be approved by the War Labor Policies Board, calculated to prevent the taking of men needed in other war industries or on the farms.

4. All Government Departments and private employers engaged in war

work should be required to furnish the U. S. Employment Service with a complete statement of their needs for unskilled labor and to make such supplementary reports as may be requested of them. All the Government Departments represented on the War Labor Policies Board should assist in every way in securing such information.

5. An immediate campaign to secure the unskilled labor needed in war work should be made by the U. S. Employment Service. Recruiting for such purposes in each state should be limited to quotas of the total demand, calculated on the basis of principles to be recommended by the U. S. Employment Service and approved by the War Labor Policies Board. All recruiting should be conducted so that withdrawals from non-war industries shall be distributed as equitably as is practicable.

6. Distribution of the workers recruited should aim at transfers for the shortest possible distances, and at the utilization of local supply so far as possible to meet local war needs.

7. For the purpose of equalizing the strain of transfers and adjustments of labor within local industrial communities, the U. S. Employment Service should encourage the formation, under its guidance, of community boards, upon which there shall be an equal representation of labor and of management and should cooperate fully with such boards in securing local quotas.

8. The War Labor Policies Board should appoint a committee on labor priorities to direct the U. S. Employment Service as to the questions which may arise when the available supplies of any kind of labor are inadequate to meet the immediate demands; such committee should in general follow the priorities determined by the War Industries Board.

9. The primary effort to enforce the foregoing program should be through public presentation of the need of compliance with it as a war necessity. The full authority of the Departments of the Government represented on the War Labor Policies Board, including the power to cut off supplies, should be exercised as far as necessary. The United States Employment Service should provide all the requisite machinery for the continuous enforcement of the foregoing program, and the prompt report of any interferences therewith. A Committee of the War Labor Policies Board should be appointed with authority to investigate reports of failure to comply with such program, and to recommend appropriate action by the proper Department of the Government.

10. These recommendations can be made effective through the adoption of resolutions and the issuance of documents, drafts of which are submitted herewith, as follows:

a. Resolutions of the War Labor Policies Board.

b. Directions by each Department represented on the War Labor Policies Board making the program applicable to all work and industry subject to the control of such Departments, and resolutions by Boards represented.

It is further recommended that if your Board deem it advisable the President be requested to sanction this program by a proclamation.

Your Committee further respectfully urges that the foregoing plan cannot be satisfactorily developed until there is a proper standardization of wages and overtime hours and an elimination of differences in methods of payment of transportation.

N. A. SMYTH,

Chairman, Committee on Central Recruiting.

CLASS OF SERVICE DESIRED	
Fast Day Message	X
Day Letter	
Night Message	
Night Letter	

Patrons should mark an X opposite the class of service desired; OTHERWISE THE TELEGRAM WILL BE TRANSMITTED AS A FAST DAY MESSAGE.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

Form 1206

Receiver's No.
Check
Time Filed

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

Atlanta, Ga. May 18, 1918.

Hon John B Densmore,
Director General, Employment Service, Labor Department,
Washington, D. C.

Commissioner Stanley says direct Government requirements for building Government machine shop, enlarging cantonment, making ammunition, building Government warehouses and public health service require more than two thousand laborers he cannot furnish in addition to many more needed for essential war industries besides farms and will so report to you today by wire or phone period

We earnestly request you to call off labor agents, Templeton, Smith and Bass, at once

PUBLIC SAFETY COMMITTEE OF
ATLANTA CHAMBER OF COMMERCE
BY W G COOPER

Paid Charge
Atlanta Chamber of Commerce

May 20, 1918.

The Honorable
The Assistant Secretary of the Navy.

Sir:

The U. S. Employment Service has recently met interference from private agents in the employ of the Turner Construction Company, which is engaged upon a building for the Navy and War Departments at Washington. A Mr. Smith and a Mr. Killigan brought 21 colored laborers from Philadelphia and 35 from New York to work upon this company's contract in Washington. On a former occasion the Employment Service requested your action to have the Turner Construction Company cease independent efforts to recruit labor and use the U. S. Employment Service. It is quite undesirable that independent recruiting of labor should be carried on by the Turner Construction Company through private employment agencies in New York ~~and~~ Philadelphia. In each of these cities the Employment Service has large and competently organized employment offices which are open to this company. The independent efforts of this company's agents interfere seriously with the operations of the U. S. Employment Service.

Respectfully,

Assistant to the Secretary.

OFFICE OF ASSISTANT SECRETARY
RECEIVED
MAY 21 1918
DEPARTMENT OF LABOR

Noted & transmitted
May 24/18
S. D. P.

176

May 31, 1918.

Mr. Stanley King,
War Department,
Washington, D. C.

Dear Sir:-

Mr. W. G. Cooper, Secretary of the Atlanta, Georgia, Chamber of Commerce, has written us stating that W. L. Smith and W. H. Mass, as labor agents, representing Porter Bros., have been recruiting common labor in the Atlanta District, and that this recruiting is being done for work on the Quartermaster's Terminal at Norfolk which Porter Bros. are constructing for the government. The complaint made is that this section has already been seriously depleted and that both agriculture and industry have in consequence of this and similar activities been seriously affected.

I am communicating to you the substance of the letter received from Mr. Cooper for such action as you may deem proper in the premises.

Very truly yours

CARDS.

Old Reliable, Watch Credit in diamonds Broad St.

LLOWS.

Mfg. Co., 148 Ma.

NG.

NG. dgewood vy 3878.

N, tehall.

ge or for West

Re-

and en-

No of

HELP WANTED—MALE.

500

COLORED LABORERS

WANTED.

$3.85 PER DAY.

Free Lodging,

Railroad Fare Free,

Norfolk, Va.

Government Work.

Government Pay.

Train Leaves

Thursday Evening.

Pay Every

Saturday Evening.

Good Living Conditions.

Good Board on Job.

APPLY

½ PEACHTREE,

VIADUCT,

OLD L. & N. OFFICE.

Secretary

May 23, 1918

W.G. Cooper,
Atlanta Chamber of Commerce,
Atlanta, Ga.

Mr. Densmore has brought to my attention your telegram to him in regard to the difficulties you encounter by reason of the present condition in the labor supply. We appreciate your difficulties and are doing every effort toward dealing with the situation in a comprehensive way by considering generally stabilizing conditions affecting the country at large. I am pleased to say that the new machinery for cooperating industrial activities of the government is now in process of operation and I know we can count on you in a short time to perfect this machinery and bring it into operation. In the meantime specific steps are being taken to alleviate the situation as it arises in the various states.

Felix Frankfurter.

PRESIDENT
...ER, SECRETARY
HENRY W. DAVIS, TREASURER
D. C. LAWHON, ASS'T SECRETARY

ATLANTA CHAMBER OF COMMERCE

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HUGH M. WILLET
W. S. WILLINGHAM

May 20, 1918.

File

Hon. Felix Frankfurter,

Room 237, War Department,

Washington, D. C.

Dear Sir:

I beg to hand you herewith a copy of a letter just written to Hon. John B. Densmore.

Yours very truly,

W. G. Cooper

Secretary.

WGC/h

Enclosures:

PRESIDENT

HENRY W. DAVIS, TREASURER

WALTER G. COOPER, SECRETARY

ATLANTA CHAMBER OF COMMERCE

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W. B. WILLINGHAM

May 20, 1918.

Hon. John B. Densmore,
Director-General, Employment Service,
Department of Labor,
Washington, D. C.

Dear Sir:

Referring to the attached copies of telegrams to you, including your reply to the first, permit me to say just a word in regard to the attitude of our organization and this community.

They realize this is a time for sacrifice and service and are prepared to make cheerfully any sacrifices which the Government thinks they should make. They are giving up their sons as well as their money to win the war and desire to aid you in your difficult task of providing labor for war work.

They realize that essential industries must give way to war work and they do so cheerfully. They, however, think the interest of the Government as well aw the people require that the taking of labor for war work be not done in such manner as to unnecessarily cripple industries which are necessary to the well being of the country because these industries must continue to exist if they continue to pay tax. They think the practice of Government contractors in offering fifty or sixty percent more for labor than it is bringing in the open market a vicious one which costs the Government many million dollars of money while it demoralizes industry.

The negro is easily moved when transportation is paid and a slight increase, say of ten percent when accompanied by transportation, would be sufficient to move him.

This work can be far better done through agencies like that of Mr. Stanley's, than through reckless labor agents who care nothing for the expense to the Government or the damage to the industrial situation.

Our committee regards Mr. H. M. Stanley, your officer here, as an able and conscientious man who with sufficient capable help will handle the situation to your satisfaction. If something like a working plan were substituted for present chaotic conditions and your own trust worthy officer on the ground charged with the responsibility of furnishing you such labor as you think necessary, we feel sure it would not only be a great saving to the

country but a great benefit to the community and would further result in getting the labor as soon and possibly a great deal sooner than you can by the present destructive recruiting. Turning these reckless labor agents loose on a community which is the center of vital war work is very much like turning wild men loose to run amuck in a civilized community.

Yours very truly,

W G Cooper

Secretary.

WGC/h

Enclosures:

B-21

Cooper
Atlanta Chamber
Commerce

May 21, 1918.

Mr. W. G. Cooper,
Secretary, Atlanta Chamber of Commerce,
Atlanta, Georgia

My dear Mr. Cooper:-

Your letter of May 17th to Mr. Frankfurter has received his careful attention. In addition, Senator Smith's secretary called upon me yesterday and I then told him that we were pressing the matter.

Mr. Densmore, Director General of the U. S. Employment Service informs me that he has instructed Mr. Templeton to cease in your district the activities of which you complain. I have furthermore, taken up with the industrial service of the War Department the specific question which you raise, and at their request have sent to them the names of the labor agents working with Mr. Templeton. If the men you name in your letter continue to operate in your district, I wish you would be good enough to let me know.

Plans are now under way which will include the general suggestions contained in your letter. I think there is new keen appreciation of the great harm which has been caused and which will continue unless some such general program is adopted and made effective.

Mr. Frankfurter requests me to convey to you his appreciation of the talk he had with yourself and Mr. Woolford and of your written suggestions.

Cordially yours,

Cooper
Atlanta Chamber
Commerce

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Fitts

May 21, 1918.

Mr. William C. Fitts,
Assistant Attorney General,
Department of Justice,
Washington, D. C.

My dear Mr. Fitts:-

I have taken up with the War Department the matter referred to in your letter of May 18th to the War Labor Policies Board. Plans are now in the making for the general handling of this whole problem as you suggest, not through the courts but by cooperation of the various government producing and operating departments.

Cordially yours,

Fitts

ADDRESS REPLY TO
"THE ATTORNEY GENERAL"
AND REFER TO
INITIALS AND NUMBER

WCF-

192362-1

DEPARTMENT OF JUSTICE,
WASHINGTON, D.C.

WCH-BGL

May 18, 1918.

The War Labor Policies Board,

War Labor Administration,

Department of Labor.

Gentlemen:

The Department is in receipt of a telegram from W. L. Dinkins, Mayor of Canton, Mississippi, as follows:

> "Labor agents Williams and Hallock have taken off a dozen laborers working at Mississippi Soft Pine Lumber Company mill which is doing Government work and the mill has had to shut down. Is idle now for want of labor. Immediate attention needed."

It is suspected that these labor agents are working for the Nitrate Plants in Alabama, because this Department has had occasion to appear for them in several instances in Mississippi. The attitude of this Department has been that the State labor laws had no application to agents of the Federal Government recruiting labor, and consequently labor agents representing the Federal Government have been defended by the United States Attorneys, and, where it became necessary, habeas corpus proceedings in the

Federal courts have been instituted.

The formation of the War Labor Policies Board induces this Department to hope that the matter may hereafter be handled without recourse to the courts.

Respectfully,

For the Attorney General,

William C. Fitts

Assistant Attorney General.

B 21 Williams

May 28, 1918.

Mr. Cliff Williams,
Supt., Sixth District,
U. S. Employment Service,
Meridian, Mississippi.

My dear Mr. Williams:

I am much gratified by your words of welcome and wishes. We have all been called from other pursuits and other interests for the period of the war. That is the overwhelming cause to which everything else must now yield. It is a joy to find so many minded as you are to give themselves freely both in purpose and in action. Only by thus pooling the resources of the country can we accomplish the common purpose effectively and speedily.

I am delighted with all you say about the labor situation. Of course there can be no question that we must have a centralized distribution of labor. All the other departments are now agreed upon it and we are at work trying to carry that policy into practice.

I am very glad you are where you are, because after all policies can only be rendered effective by the skill and the understanding and the influence with which they are carried out in the field. Thank you for writing me. If duty ever calls you here, be sure to look in on me.

Cordially yours,

DEPARTMENT OF LABOR
U. S. EMPLOYMENT SERVICE

Meridian, Miss.,
May 23, 1918

Mr. Felix Frankfurter,
Assistant to Secretary,
Dapertment of Labor,
Washington, D. C.

Dear Sir;-

I am looking with admiring eyes on your wise, correct diagnosis of the labor situation, and I am very glad indeed that you have joined this labor aggregate of ours.

The writer was called to Washington a few weeks ago, and after hesitating and protesting, was made Superintendent of the Sixth District which includes the following territory-Mississippi, Alabama, Georgia, Florida and Louisiana. I did this accepting a salary of probably 8% of my normal income.

I am convinced that the time is ripe for men of ability predicated on past accomplishments solely, especially fellows of executive ability, to get into the Government Service, and I want to congratulate you on what I regard as a clear conception of the proper handling of the labor situation. As you indicate, these cross currents must be eliminated, and this can only be done by this Bureau

handling practically the entire distribution of labor, as they are solely interested in placing labor in the best situation and where it is most needed. Of course the character of people in this service would not take labor away from one essential industry and ship it to another. This joy riding of labor from one section to another and the confusion it is creating is working to the detriment of and creating much prejudice towards this service.

Enclosed please find copy of suggestions the writer is sending out to the five Governors of my district and also please find copies of resolutions adopted by the traveling men of Mississippi and Louisiana in a meeting at New Orleans. Of course you fully appreciate that this is one of the greatest avenues of rapid and effectual distribution of sentiment, and of course you know that sentiment is law. You appreciate the fact that the three Ts,"telegraph telephone and tell a woman" used to be the most effectual and rapid distributor of news and sentiment, now it is "tell the Commercial Tourist or Angel of Commerce".

I am going to appear before about a dozen of our big colleges in the next ten days and go into details to present the situation.

Any time I can be of service to you don't hesitate to call on me. John Sharp Williams is responsible for my being in the Service, he just simply prized me into it.

DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

However, since I have become acquainted I am glad I am in the Government Service,

Yours very truly,

Supt. Sixth District
U. S. Employment Service.

WHEREAS , at a Convention of the traveling men of Mississippi and Louisiana held in New Orleans, La., this, May 17, 1918-

BE IT RESOLVED by the traveling men of Mississippi and Louisiana that they realize and recognize and appreciate the serious calamity and the dark cloud that is overhanging our Country, and on account of the large male producing population that has been called to arms, both in the Army and in the Navy, it is essential that every one labor, and that it is unmanly and unpatriotic for a strong man to fill a position which could be held by a boy or a girl, and that it is every man's patriotic duty to take a man's job and to fill it.

We, the traveling men, deprecate the fact that many, both white and black, on account of the increased wages, are working only three days a week. When our productions are running short it is undoubtedly very unpatriotic for a man not to work six days a week, whether he needs the money or not, and we condemn one who does not as a slacker.

BE IR RESOLVED further that we endorse the object of the United States Employment Service and promise to uphold the hands of its representatives and encourage every one in every way to labor and thereby increase our production, produce more ships, food and munition, all of which are necessary to winning the war.

BE IT RESOLVED further that unless we do win the war life will not be worth living; that labor is essential to food production; that food is essential to Life, that LIFE is sacred and therefore food is sacred.

Meridian, Miss.,
May 23, 1918

Hon. R. G. Pleasants, Governor,
Baton Rouge, La.

My dear Governor;

Knowing that your heart is full of patriotism, and recognizing your wide influence in your State, both as its chief executive and as a private citizen, I am appealing to you to help our country in this its hour of need.

Don't you please issue a proclamation asking every minister in your state to preach a strong sermon on June 9th, 1918, from the text "SIX DAYS SHALT THOU LABOR" Exodus 20;9, and asking the newspapers of each town or city where such a sermon is preached to report them in full. Please ask also that on each Sunday following they devote at least ten minutes to the necessity of labor for all, asserting that he who eats must produce and he who does not produce is a rank slacker and is holding up the hands of the Kaiser. Ask each Sunday School Superintendent to devote ten minutes to this subject, uniting in the effort to convince our people that labor is essential to feod production, food is essential to life, life is sacred, and therefore labor is sacred and doubly noble at this stage of the game.

Our beloved President, Woodrow Wilson, has a number of times appealed to our Southland , urging it to at least produce food enough to take care of itself, and showing that otherwise the South will suffer, because the West must feed our soldiers and help feed our allies.

When you stop to consider that at least a quarter of a million farmers have left the farms to join the army and the Navy, and add to this easily a million who have left the farms attracted by the high prices offered for labor over the country, and then consider that each farmer produces food for ten people, and the further fac that twenty million men who used to be producers are now daily engaged in consuming and destroying it in Europe, it

is very evident that we must increase our food production, or want, if not actual starvation for part of our people, is unavoidable.

In this proclamation won't you urge strongly the Sheriffs, Justices of Peace, Constable and Police officers to a literal and vigilant enforcement of vagrancy laws. It is a sad and lamentable condition of affairs to see the idle labor standing around the stations in our smaller towns, and the pool rooms and cigar stores in the cities. It is also sad to realize that some of our colored people, as well as some of the whites, are making from $3.00 to $4.00 per day and are working only three or four days a week. It is going to be necessary for the strong to do the heavy work, and a sentimnnt must be created which will prevent a man from doing a boy's or a woman's work, or we certainly will lose this war. Napoleon said that soldiers fight on their stomachs. From the rapid advance in price of our food it is evident that the surplus is disappearing, and regardless of price, if it is not produced, it cannot be had. Urge farmers to increase their flocks of chickens, pigs and dairy cows, and to double the size of their gardens, and to plant more peas, grain and such like, as the indications are that in 1919 flour for our local people cannot be had.

Now Governor, won't you see that every newspaper in your state carries your proclamation, and won't you give the writing of it the time necessary to produce the concentrated essence of good stuff. Just having returned from Washington where I was called by wire, and where I spent a couple of weeks, I am convinced beyond any question that our Government regards increase of food production, which of course means increase in labor, as the most important thing confronting them today. While we are the most productive and most scientific and the wealthiest nation the sun shines on, evidenced by the fact that we produced the three most destructive engines of war now being used in Europe, namely, the flying machine, the submarine and the great centimeter gun which put the Germans through Liege, we must have food to sustain our activities. We must take care of the production of food as well as the manufacture of munition and the building of ships, or we stand to lose this war. Regardless of a man's finances, if he is physically fit he must eat his bread in the sweat of his brow.

of his brow.

On account of the distance, it is impossible for England to get meat and bread from Australia and South America, and the scarcity of ships renders it doubly difficult. Now add to this the number of former producers who are now destroying and consuming food, and it must be clear to your mind that something must be done to take care of them. The only means is the increase of production here and this can be done only by increasing the supply of labor and creating a sentiment and enforcing the laws.

So far, our people have not even suffered inconveniences; but they must make up their minds that it is necessary to make some sacifices , and the sooner they do this, the sooner the war will end.

I would also be gratified if you, in this proclamation. would endorse the United States Employment Service, as its object is to avoid conjestion of labor and to equally distribute it, and, of course, to supply the Government with the labor necessary to produce the war time essentials, munition, ships, food.

The Governor of Mississippi will issue a strong proclamation this week, and I am appealing to the Governors of all the states in my district , namely, Louisiana, Mississippi, Alabama, Georgia and Florida to aid me in this work.

Now Governor, won't you do this at once. I can conceive of no way in which, just at this particular time, you could render a more important service to the country. Please send me a copy of your proclamation.

Very truly,

Supt. Sixth District
United States Employment Service

ATLANTIC COAST LUMBER CORPORATION

OFFICES: NEW YORK, N.Y., BROOKLYN, N.Y., BOSTON, MASS., GEORGETOWN, S.C.

GEORGETOWN, S.C.

Wednesday,
May 29th.,
Nineteen Eighteen.

Mr. Felix Frankfurter, Chairman
Labor Policies Board,
Washington, D. C.

Dear Sir:-

We are pleased to note from the articles in the press that your Board is going to make a very much needed improvement in the labor situation.

We are particularly interested in your efforts to reduce the labor turnover, the cost of which to the Government and industrial plants is enormous. We feel that a large percentage of this labor turnover is due to the activities of the labor agents who have been soliciting labor for Government contractors and we are pleased to note that you intend to handle this situation through the United States Employment Agency.

To explain our case more particularly would state that we are located in Georgetown, S.C., a town of about 7 000 inhabitants, large percentage colored saw-mill hands. The principal industries here are saw-mills, our mill and the Winyah Lumber Company, besides several small mills; also a large Alcohol plant operated by the DuPont Powder Company as a by-product plant from our mill. These industries employ 75% of the labor here.

Ours is the largest lumber manufacturing plant on the Atlantic Coast and we have furnished millions of feet of lumber to the Government on various Cantonments and other developments made necessary by the war. The Winyah Lumber Company is likewise furnishing lumber to the Government. The amounts we have each furnished can be ascertained through the North Carolina Pine Emergency Bureau at Washington.

ATLANTIC COAST LUMBER CORPORATION

OFFICES: NEW YORK, N.Y., BROOKLYN, N.Y., BOSTON, MASS., GEORGETOWN, S.C.

GEORGETOWN, S.C.

Mr. Felix Frankfuoter, Chairman - No. 2

It has been exceedingly difficult for us to operate our mills on account of the above mentioned labor agents who have evidently made our little town their headquarters since the Government started the Construction of Camp Jackson.

From our sawdust and refuse the DuPont Powder Company manufacturers Alcohol for the smokeless powder plants operating on contracts for the Navy Department. They have a normal output of 2 000 gallons per day but the labor shortage has caused them to loose many days output, decreasing their output of material to be used in manufacture of powder for the Navy Department.

We feel that our industries are very necessary for the prosecution of the war and that we should be given some protection from outside labor solicitors. Just at present Mason & Hanger, Contractors on Government work at Charleston, S. C., are doing all they can to move all our labor and we trust you can take special action in our case toward holding them away from our labor, or what is left of it.

Without any intention of criticism of any particular parties or departments, we wish to close by saying that we feel that all the agitation of labor and the counter bidding between different Contractors has been the means of putting the common labor rate out of proportion to other costs.

Thanking you for your cinsideration of all of the above, we are

Yours very truly

ATLANTIC COAST LUMBER CORPORATION,

BY R. J. Clix Sec'

Genl Manager

CFK/McD.

RECRUITING OF LABOR
CORRESPONDENCE (JUNE, 1918)

June 3, 1918.

J. B. Densmore, Director General,
U. S. Employment Service,
Washington, D. C.

We have just received specific complaint concerning alleged "labor stealing" from the Atlantic Coast Lumber Corporation, with offices at Georgetown, S. C. They state that they have furnished and are furnishing a great amount of lumber to the Government and that many of their by-products are used by munitions plants. They therefore feel that their industry is a direct war industry.

They allege that Mason & Hangar, contractors on Government work at Charleston, S.C., are using every effort to attract away their labor and ask that some special action be taken in their case.

They state that they are pleased to note that it is to be the policy of the Government to handle all distribution and employment of labor through the U. S. Employment agency.

I have notified them that we have called the matter to your attention for such action as you deem necessary.

GLB-T.

June 3, 1918.

R. J. Clifford, General Manager,
Atlantic Coast Lumber Corporation,
Georgetown, S. C.

Dear Sir:--

In reply to your letter of May 29th, Mr. Frankfurter has asked me to inform you that the matters which you refer to are among the first that received the attention of the War Labor Policies Board, and Committees are already working on plans for preventing abuses in the matter of employment or distribution of labor.

We have referred the specific evidence that you give, to the United States Employment Service and they will probably take up the matter directly with you.

I wish to thank you for calling this matter and evidence to our attention.

Very truly yours,

GLB-T.

Address reply to
CHIEF SIGNAL OFFICER OF THE ARMY,
Washington, D. C.

EQUIPMENT DIVISION
Finance Dept.
Approvals Sect.
FES/mv

WAR DEPARTMENT,
OFFICE OF THE CHIEF SIGNAL OFFICER,
WASHINGTON.

June 6, 1918.

From: Office, Director of Aircraft Production.

To: Mr. John B. Densmore, Director General, U. S. Employment Service, U. S. Dept. of Labor, Washington, D. C.

Subject: Labor Conditions in Tennessee and Alabama.

1. There is herewith transmitted for your consideration and judgment, copy of a letter, which I am this day mailing to the Hon. Felix Frankfurter.

2. You no doubt realize the seriousness of this situation and what damage can be done to the War Program if it is not eliminated. I am of the opinion that your Division can very well handle the supply of labor during the War period and I trust you will take whatever action you deem necessary in this matter.

By authority of the Director of Aircraft Production.

Frank Smith
Major, Signal Corps.

EQUIPMENT
Finance Dept.
Approvals Sect.
FES/mv

June 6, 1918

Office, Director of Aircraft Production.

Hon. Felix Frankfurter, Labor Director U.S. Labor Dept., Wash. D.C.

Labor Conditions in Tennessee and Alabama.

1. My attention has been called to a very serious labor condition existing in the States of Tennessee and Alabama, affecting the various Contractors working on the War Program.

2. Several of the Bureau of Aircraft Production's important projects are being carried on in these vicinities and the speedy completion of them is seriously interferred with.

3. Private labor agents and scouts have introduced the pernicious system of inducing men to leave their jobs, and thereby increase the existing unprecedented labor turnover. Thousands of laborers, black and white, are being traded from one job to another. The agents receive a stipulated sum per capita from the Contractors and it is to their monetary advantage to increase the flotation of labor.

4. I am of the opinion that your department has the authority to put a stop to this practice. The Employment Agencies of the Department should be the only authorized offices of labor on Government projects. Such a function so important to the war program should not be left to unscrupulous individuals.

5. I am calling these conditions to your attention for your consideration and judgment.

6. I am sending a copy of this letter to Mr. John B. Densmore, Director General of the U.S. Employment Service.

By authority of Director of Aircraft Production.

Major, Signal Corps.

Recruiting

June 12, 1918.

My dear Mr. Layton:

I regret that an unexpected absence from the city has prevented an earlier reply to your letter of June 7th. As I told you in our talk here, we have already reached the point where the fullest efforts of every person in the country are required to insure the earliest and most satisfactory conclusion of the war. In other words, a proper military decision will necessarily be delayed so long as the fullest mobilization of our resources in this country, including our man power, is delayed. This means that a full day's work every working day by every workman in the country is essential to shorten the war and to insure a proper peace.

I feel confident that if these facts are brought to the attention of the workers in your industry they, as well as you, can realize the importance that they must put forth their best efforts in the industrial field for the winning of the war.

Cordially yours,

L. T. Clayton, Esq.,
The Fisheries Products Company,
Wilmington, N. C.

THE FISHERIES PRODUCTS COMPANY

EXECUTIVE OFFICES
MURCHISON BANK BUILDING

FACTORY
ST. PHILIPS, BRUNSWICK CO.

WILMINGTON, N. C., June 7th.1918.

Max Lowenthal,
Assist to Chairman ,
War Labir Policies Board,
Washington D. C.

Dear Sir:-

In the manufacturing of Fish Scrap Fertilizer and Fish Oil--both commodities vitally essential at this time-we are operating only seven steamers out of our fleet of ten steamers.

This condition is the result of the carless and shiftless negro laborer. In other words there is plenty of laborers available but they will not work over week or two at a time; compelling us to tie our steamers at the dock until they conclude to return to work.

The menhaden fish which is the only fish used for the purpose of producing fish fertilizer and fish oil is or rather will be out of our reach unless we catch them in the North Carolina waters within the next few weeks.

Therefore if this careless labor continues to refuse to work we will be compelled to tie all our steamers to the dock and discontinue operations; resulting in the Fertilizer industry and the farmers losing the best fertz material known to man.

With the above before you on which we would appreciate and expression from you as to how best to handle, we also respectfully request that you advise us as to the Labor situation generally and if the universal need for labor requires the services of all able bodied Americans to work at this time regardless of color and do you and the Board you represent expect and suggest these persons to keep engaged in pursuits that are essential to the winning of the war--the most important matter now before all citizens of the United States?/

Thanking you for an immediate reply and indeed that you answer this letter this afternoon and leave with your secretary to be called for by the writer.

Yours truly,
The Fisheries Products Co/.
L J Layton, assist to President.

.1027/96

(COPY) Mason and Hanger

DEPARTMENT OF LABOR
U S Employment Service.

231 Meeting Place,

Charleston, S.C.
June 13th, 1918.-

Mr. N. A. Smyth,
Assistant Director-General,
U S Employment Service.
Washington, D.C.

In reply to your letter of the 10th instant, received in this office to day, no number, inclosing an inclosure "Labor Want Add", which was sent out by Colonel Lamphere to the Ordnance Department in Washington, for the attention of Major C. W. Hall, I beg to say that these want adds have appeared on the streets and in the newspapers in this city.

I now have a working agreement with the Mason and Hanger Company, whereby all labor will be handled through this office. We are also bringing other contractors in the line to the same end. I hope to be able to state in the course of a couple of weeks, that we have perfected such an arrangement that there will be as near an equal distribution where wanted as is possible for this office to effect under the circumstances.

(Sgd) W Vaughan Howard,
Examiner in Charge

WVH-HS

B-21

June 13, 1918.

My dear Mr. President:

Our increasing military energies are putting strains upon industry which call for the most careful husbanding of our man-power. We can no longer leave our labor supply to the unregulated forces of competition nor even the patriotic efforts of diverse agencies of the Government unrelated to a comprehensive policy and unified direction. There is an increasing shortage of unskilled labor for war projects and likewise a shortage in certain classes of skilled workers. The needed labor must be secured for war industries by drawing upon non-essential or less essential industries. At present this is done largely at haphazard. A dispensable industry competes for the labor of an essential plant; instances are frequent where one Government project secures men at the expense of another. As a result, the labor turn-over is alarmingly great, with a loss in war efficiency which we cannot afford. Not the least of the consequences of the existing situation is its effect upon the morale of workers in the restlessness which it produces and even encourages.

These are largely the natural consequences of subjecting to a new terrific strain existing agencies and old attitudes of mind. We can no longer submit to these. The first problem, therefore, to which the War Labor Policies Board addressed itself was the formulation of a plan to centralize the recruiting of so-called unskilled labor and thus to insure the fullest use of such labor to the needs of the war. I am

glad to report to you that the Board has arrived at a plan which embodies the opinion of every production department of the Government and is supported by the thought of representatives of industry and labor who have been in our counsel in working out this problem.

The essence of the plan is the recognition that one centralized national agency is demanded for recruiting the workers for the nation's war needs, that the U. S. Employment Service is the agency appropriate for this task, that adequate resources must be given to this Service and corresponding effectiveness must be secured to enable it to discharge the responsibility. Accordingly, every department of the Government, through the strength at its disposal, whether it be by the mechanism of contract or by shutting off raw material from a recalcitrant industry, is pledged to the enforcement of this plan. It will mean, of course, that thereafter all private enterprise in securing labor on a substantial scale will be prohibited by the full authority at the disposal of the Government. Time must be given to make the needed adjustments, and, therefore, it has been deemed wise to postpone the installation of the new plan until July 15th.

I write you thus at length because the proper mobilization and distribution of labor are themselves part of a fruitful and just national labor policy, and without these we cannot hope for progress in the solution of other labor questions that call for settlement. The success of the plan is, therefore, indispensable. While it may en-

counter obstruction because of minor selfish interests which it must offend, we need not anticipate serious difficulties if the public mind is fully apprised and the nation's understanding of our purposes is enlisted. The Policies Board, therefore, deemed the public announcement of this program of sufficient national importance to deserve, and indeed to call for, its proclamation by you. I share this conviction and join in this recommendation of the Policies Board. I strongly hope that the need of this action will commend itself to your wisdom, and I, therefore, take the liberty of submitting a draft of the proposed proclamation as a possibly helpful basis for your own announcement.

Faithfully yours,

Secretary.

The President,
The White House.

THE FISHERIES PRODUCTS COMPANY

EXECUTIVE OFFICES
MURCHISON BANK BUILDING

FACTORY
ST. PHILIPS, BRUNSWICK CO.

WILMINGTON, N. C., June 14, 1918.

Mr. Max Lowenthal,
Asst. Chairman, War Labor Policies Board,
1712 G St., Washington, D.C.

Dear Sir:

Acknowledging your letter of June 12th in which you state that

> "* * a proper military decision will necessarily be delayed so long as the fullest mobilization of our resources in this country including our man power is delayed * * *
> If these facts are brought to the attention of the workers in your industry they, as well as you, can realize the importance they put forth their best efforts in the industrial field for the winning of the war."

We have made every effort to convince our fishermen and larborers that the above policy should be strictly adhered to by everyone.

It is simply impossible to make these men work steadily, especially the negroes. We have plenty of them in this locality above the conscription age who will work a week or two at a time, lay off until they have spent extravagantly their funds and then returning to work for another short period.

This sort of idleness and carelessness has and will continue to work a serious hardship to us as it completely disorganizes our organization and necessitates us working less than 50% of our present capacity; and indeed it may result in having to shut down our business entirely. The most serious feature is that it retards us from producing fish scrap which is so essential to the farmers in raising their crops, as well as the production of fish oil which is extensively used in tempering steel, tanning leather, manufacturing soap and compounding paints.

Our industry is of a seasonable nature and we must have immediate relief, or as stated above, close down our plants.

THE FISHERIES PRODUCTS COMPANY

EXECUTIVE OFFICES
MURCHISON BANK BUILDING

FACTORY
ST. PHILIPS, BRUNSWICK CO.

WILMINGTON, N. C.,

We therefore urge upon you the necessity for immediate drastic action that will result in compelling all men above the draft age to work full time or suffer some hardship; either to jail or to war.

Very truly yours,

THE FISHERIES PRODUCTS COMPANY,

By L. J. Layton
Assistant to President.

lt/1

/

Fuller Lehigh Co

June 19, 1918

My dear Mr. Fuller:

Thank you very much for your illuminating and useful letter in regard to the labor situation at the plants of the Fuller-Lehigh Company. Your analysis reveals conditions that are all too prevalent with resulting waste and inefficiency that we cannot tolerate much longer. We are very grateful for your words of encouragement and also of the policy which we are trying to work out here.

You will have noticed, of course, in yesterday morning's paper the President's Proclamation in regard to a centralization of labor recruiting throughout the United States Employment Service.

If industry generally would respond with the heartiness and intelligence of which we are assured in your case--and there can be little doubt that industry will make such a response--I agree with you the most difficult factor in the present industrial situation will have been met, and we will be able to proceed to meet the productive needs of the war with energy and satisfaction to the country at large. We cannot do less.

Cordially yours,

FF:HBV

J. W. Fuller, Esq.
President Fuller-Lehigh Company
Fullerton, Pennsylvania

Fuller Lehigh Co.

ESTABLISHED 1867
FULLER-LEHIGH COMPANY
SUCCESSORS TO
LEHIGH CAR, WHEEL AND AXLE WORKS
(SUCCESSORS TO McKEE, FULLER & CO.)
Office and Works at Fullerton, Pa. on L.V.R.R.

NEW YORK
50 CHURCH ST.

QUOTATIONS SUBJECT TO CHANGE WITHOUT NOTICE.
AGREEMENTS CONTINGENT UPON DELAYS
UNAVOIDABLE OR BEYOND OUR CONTROL.

ADDRESS ALL COMMUNICATIONS TO
THE COMPANY.

CABLE ADDRESS: "CARWHEEL" CATASAUQUA
CODES { WESTERN UNION CODE
{ A.B.C. 5TH EDITION

FULLERTON, PA., U. S. A. June 14th, 1918.
~~CATASAUQUA, PA. U.S.A.~~

Sir:-

We see by the morning paper that plans are under way by the Department of Labor in Washington, to effect the control of labor.

We would like to put ourselves on record as being in harmony with this movement, and emphasize the fact that we think it is vitally necessary that some such action be taken promptly, if not by the Federal Authorities, at least by the State of Pennsylvania, or the states in which the output of manufacturers is vitally important to the successful termination of the war.

Over the last three months we have had serious labor trouble, not in the sense of strikes or marked dissatisfaction among our employees and the employees of the Lehigh Foundry Company, whose property adjoins our property and which we operate, but from the loss of a full complement of men, by constant shifting of common labor and a certain class of our mechanical force. We have constantly increased wages and given bonuses for full time, but without holding a sufficient number of men to keep up our output.

It would seem that if common labor particularly could be put in a class providing for maximum compensation, and stabilized to prevent the constant shifting from one plant to another, it would tend towards a condition that would at least determine the maximum amount of such labor that could be utilized in any particular plant, and thereby fix the estimates of output.

In this particular vicinity, without knowing the exact total requirements of common labor and the exact supply, it would seem that in all probability there is enough common labor within the same percentage of the requirements of the times, if it was not such a floating element, and was not subjected to tempting higher wages that are offered from time to time by the different manufacturers. The sudden bidding of a little higher rate per day becomes common gossip and encourages the common labor to drift from place to place to secure small advances, and compels manufacturers who have con-

tracts to meet and who are at their wits end to get their output up to par, to secure their normal supply.

The probabilities are that from one to two days per week are lost by common labor going from place to place, to secure a small increase in a day's wage.

The advancing of the common labor continually and the offer of bonuses for steady work, of course reacts on the mechanical labor and makes this class of labor also unsettled, necessitating advances that throughout any given district are not on a parody.

It has been found necessary, and has worked to the satisfaction of the producer and consumer, to establish prices on fuel and iron, and it would seem as a natural resultant that maximum scales should be established for common labor,at least the lower class of skilled labor.

If the present conditions continue through the balance of the year, we very much fear that output will be curtailed and enormous expenses put on smaller manufacturers who are doing important work either directly, or indirectly for the Government that can not be estimated in their contracts, and will ultimately not only cut down their legitimate profits, but may lead to serious losses that will put them out of business.

We have always, over a period of fifty years, met labor more than half way, and have never had any labor disturbances and have also paid the highest wages, commensurate with successful business operation. We have never, and do not imply in this letter any opposition to the plans of labor that tend to its betterment. We merely wish to convey the impression we have of conditions in this vicinity, and our own works in particular, that something along the lines of labor control must be done at an early date, or we will have a condition almost chaotic among the smaller manufacturers.

We take the liberty of suggesting consideration of Federal control to this important matter at an early date, and if this is not practicable, that the State Authorities be given the matter in charge, and that commissions from the different manufacturing districts, for instance, such as the manufacturing district throughout the Lehigh Valley, have the labor in their respective districts put in charge of State Authorities for distribution, and for the fixing of the maximum wage to be paid.

F. - L. Co.
~~L.C.W.& A.Works.~~ Sheet No. 3. Date 6/14/18.

Continuation of Letter to Hon. Wm. B. Wilson.

The control of the pig iron business is working to the betterment of the manufacturers throughout this district, and we think that all manufacturers are converted to the advantages of the Government control of the iron and steel industry, cement industry, railroads, and other large lines of operations, but the largest factor in successful work necessary to win the war, and develop to a maximum the resources of the country, is being allowed to run along in a hit or miss fashion.

We wish to second motion earnestly any efforts of the Department to better this condition, and would be pleased to co-operate in any manner, to better what we fear is the most serious condition now confronting the manufacturers of the country.

Yours most respectfully,

FULLER-LEHIGH COMPANY.

J W Fuller

President.

F/M/GF

Hon. Wm. B. Wilson, Secretary of Labor,
United States Government,
Washington, D. C.

B-21 Atlantic Coast Lumber Co.

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

WASHINGTON

IN ANSWERING REFER TO
No. 1027/96

June 19, 1918

MEMORANDUM FOR MR BELL:
(Care of Mr. Frankfurter)

With reference to your memorandum of June 3rd, concerning a complaint by the Atlantic Coast Lumber Company, of Charleston, South Carolina, that Mason and Hanger, of Charleston, are seeking to attract away their labor. I inclose copies of reports upon this matter which have been received from our Charleston office.

Very truly yours,

W. A. Simpkins

Acting Assistant Director General

NAS/CEF.
Inclosures (2)
34881 &
34882

Atlantic Coast Lumber Co.

B-21

File

Recruiting Plan

1027/96

June 6, 1918.

Mr. B. F. Otts,
U. S. Employment Service,
Custom House, Charleston, S. C.

Specific complaint has reached us to the effect that Mason and Hanger, contractors on Government work at Charleston, are taking labor from the Atlantic Coast Lumber Corporation, of Charleston, the latter company claiming to be furnishing lumber to Government work, and that their by-products are used by munitions plants.

If these facts are correctly stated, it seems highly inadvisable that any labor should be taken away from them. Will you get in touch with Mason and Hanger, take the situation up with them, ascertain their needs for labor, try to supply it, and if you cannot, keep us informed as to what difficulty you have.

Acting Assistant Director General,
U. S. Employment Service.

Copy to George L. Bell, Esq.,
Room 710,
Department of Labor.

(for his information)

NAS/EP

1027/96 (COPY)

DEPARTMENT OF LABOR
U S Employment Service,

231 Meeting Street,
Charleston, S.C.
June 13,1918.

Mr. N. A. Smyth,
Assistant Director-General,
U. S. Employment Service,
Washington, D.C.

Your letter No. 1027/96, addressed to B. F. Otts, U. S. Employment Service, Charleston, South Carolina, dated June 6th, 1918, received in this office this morning. I have no doubt there have been many complaints, that the contractinf firm of Mason & Hanger, who are building the Animal Embarkation Station here, and the New Army Depot are taking labor away from other firms, as well as the Atlantic Coast Lumber Company. This office hastried strenuously to avoid any such complication, but the rates of pay on the Government work is higher than the Atlantic Coast Lumber Company, and several others in and around Charleston. It is a very natural thing that the common labor (negroes) will shift from one work to the other, on the least little difference of pay.

So far as I have been able to determine, being in close contact with Mason & Hanger's employees, they have acted very fair, and have tried to avoid interfering with any other work, especially work being done forthe Federal Government. I shall take this matter up with the firm of Mason & Hanger again immediately, andtry in every way, as I have done in the past, to avoid the very situation you refer to.

(Sgd) W Vaughan Howard
Examiner in charge.

WVH-HS

New Orleans, June 19, 1918.

Mr. J.K. Fawcett
Assistant Purchasing Officer,
Emergency Fleet Corporation,
140 N. Broad St.,
Philadelphia, Pa.

Dear Sir;

LABOR CONDITIONS AT SOUTH MISSISSIPPI

Labor scouts are operating freely in South Mississippi, especially in the vicinity of Hattiesburg and along the lines of the railroads out of that point. These men are securing common labor in large quantities for the powder factory in course of construction at Nashville, Tenn. apparently, and also for Muscle Shoals, Ala. The saw mills in that neighborhood are just nearly able to operate with their present forces and any further reduction of these forces will possibly cause a reduction in output or a closeout altogether.

I have been unable to secure the names of the parties operating who claim to have authority of the United States Employment Bureau, which gives them authority to take labor out of any community.

Mr. J.C.Heiss, Muscle Shoals, Ala., is said to have wired $300. for transportation for these men to Hattiesburg, Miss.

I wish you would take the matter up again promptly on receipt of this letter with Messrs. Bloomfield and Blackman, and as we have made numerous complaints relative to agents securing labor for the two above places the past thirty days, and have been informe d from time to time that the matter was being investigated and handled so as to avoid recruiting labor in the saw mill communities, take such action as will stop it and advise us fully as to what action the Industrial Department has taken.

Yours truly,

PURCHASING DIVISION
(S) W.J.Haynen

Assistant Lumber Administrator.

MFF

File B-21 June 20

HARMFUL NEWSPAPER ADVERTISING

Major Richard D. Marsh, Constructing Quartermaster complains against the advertising of one John W. Archer in Maryland for the Indian Head project of the McLean Construction Company as interfering with army projects in Maryland. This man used not only the medium of newspaper advertising but also sent letters to all of the men employed on the army project.

He also complains of an Austin and Company who are recruiting 100 common laborers from Baltimore. Complaint had been made and the company had ceased their solicitation for a while but now they are starting in anew.

L. C. Marshall, Director of Industrial Relations, Emergency Fleet Corporation transmits the complaint of Mr. Haynen, Assistant Lumber Admstr of the shipbuilding going on at New Orleans against one Thomas V. Craver who advertises in the Times-Picayune for 200 negro laborers for work at Camp McClellan at Anniston, Ala.

A. W. Leonard, President of the Union Stock Yard and Transit Company, Chicago, complains to Mr. Hall, Specialist in Marketing, Livestock and Meats, Dept. of Agriculture, against the advertising of The Goodyear Tire and Rubber Company of Akron, Ohio for 500 skilled and 5000 unskilled men as well as for great numbers of women for factory work, protesting against the danger of such recruiting to the food situation. Mr. Hall writes to "Naturally his (Leonard's) point of view as a large employer of labor is more or less a selfish one and I do not accept his objections to this advertising without some discount. At the same time there is some merit in his contention....."

Only today , June 20th , Mr. Smyth is in receipt of a complaint against the Dawson Contracting Company which advertises here in Washington for labor at 45¢ per hour for work in the navy yard, threatening again to disturb the labor situation.

B-21

Hurley

June 22, 1918.

Dear Mr. Hurley:-

You are quite right in your understanding that the policy of central labor recruiting announced by the President is not intended to interfere or conflict with the mode of recruiting seamen now in operation by the Shipping Board. I know the admirable intelligence and enterprise that this work is receiving under the direction of Mr. Howard and you may be sure that nothing will be done and nothing was intended to be done to hamper its effectiveness.

Cordially yours,

Hon. Edward N. Hurley.

Hurley

ADDRESS ALL COMMUNICATIONS TO
UNITED STATES SHIPPING BOARD
WASHINGTON, D. C.

PLEASE REFER TO FILE
No.

UNITED STATES SHIPPING BOARD
WASHINGTON

June 14, 1918.

Mr. Felix Frankfurter,
Labor Administrator,
Department of Labor,
Washington, D. C.

Dear Mr. Frankfurter:

Mr. Robert P. Bass has called to my attention the resolutions adopted by the Labor Policies Board relative to the centralization, mobilization and distribution of labor through the Employment Bureau of the Department of Labor. It is my understanding that this resolution will not interfere or conflict with our recruiting and training service for seamen as now administered by Mr. Henry Howard.

This service has been developed at considerable expense to a high degree of efficiency, and in view of the existing situation, it is of the utmost importance that no change be made in respect to that service at this time.

Yours truly,

Edward N. Hurley

Chairman.

ENH-BH

ASSISTANT TO THE SECRETARY
RECEIVED
JUN 18
Dept of Labor

June 24, 1918.

My dear Mr. Worden:

I have your letter of June 20th addressed to Mr. Frankfurter. We hope the difficulties, such as you refer to, will be eliminated by the ultimate operations of the central recruiting plan. This will become effective for unskilled labor August 1st, and thereafter for skilled labor.

In the meantime, may I suggest the importance of reporting to the department of the Government for which you are doing work any cases of this kind, and including in such reports such information as will enable the department to which you write to determine what department of the Government the offending firm is doing work for.

On the assumption that the matter to which you refer may possibly come within the jurisdiction of the Construction Division of the War Department, I am writing them on this matter now.

Cordially yours,

B. L. Worden, Esq.,
Gen.Mgr. Submarine Boat Corporation,
Newark Bay Shipyard,
P. O. Box, 456
Newark, N. J.

ADDRESS ALL COMMUNICATIONS
TO THIS CORPORATION

SHIPYARD PHONE, MULBERRY 4300

M L

SUBMARINE BOAT CORPORATION

NEWARK BAY SHIPYARD

P. O. BOX 456 NEWARK, N. J.

June 20, 1918.

Dr. Felix Frankfurter,
War Labor Administrator,
Department of Labor,
Washington, D. C.

Dear Sir:-

In the attached clipping the Charles R. Hedden Company advertises for concrete laborers on Government work at Lakehurst, N. J., and offers them 45¢ an hour. The clipping is from one of the Newark papers, but unfortunately, the individual who brought it to my attention could not identify the paper as the clipping had been handed to him by another.

We have experienced no difficulty in securing labor at the Newark Bay Shipyard at the rate of 37½¢ an hour, and we do not believe that the higher wages offered by the Charles R. Hedden Company are justified. Furthermore, the manufacturers of Newark have complained of the rates we are now paying at the Shipyard because of the difficulty on their part in meeting them, and to advertise in this community for laborers at the rate specified will have a very harmful effect. I think it important that immediate steps be taken to prevent this unwarranted increase in labor rates which may cause serious trouble to employers in this section, and urgently recommend the matter to your attention.

Very truly yours,

R L Worden

Enclosure

General Manager.

ARK MORNING LEDGER June 24th, 1918

Laborers—200
Italian and Colored.

Building Construction.

Washington, D. C.

$4.40 10 hours.
60c hour overtime.
Lodging free.
Transportation free.
Will ship Monday, 8 A. M., June 24.

Turner Construction Co.,
40 Lawrence st., Newark, N. J.
259 West 34th st., N. Y.

B-21

June 25, 1918.

My dear Mr. Colhoun:

I have your letter of June 12th addressed to the War Labor Policies Board.

As you have probably already been informed, the Secretary of Labor has issued a departmental order temporarily removing restrictions on the importation of Mexican labor to engage in agricultural pursuits, in railroad section maintenance and in lignite coal mining.

I assume that this is the action requested in the resolutions, copies of which you enclosed.

If there is any further information I can furnish, I trust you will let me know.

Cordially yours,

Adams Colhoun, Esq.,
Sec'y. Texas Cotton Seed Crushers' Ass'n.,
Dallas, Texas.

M Frankfurter

TEXAS COTTON SEED CRUSHERS' ASSOCIATION

R. L. HEFLIN, SR., DALLAS, CHAIRMAN
W. F. PENDLETON, FARMERSVILLE
B. W. COUCH, FORT WORTH

ADAMS COLHOUN, SECRETARY
201 NORTH TEXAS BUILDING

Bureau of Publicity

Dallas, Texas

June 12,1918.

Labor Policies Board,
Hon Felix Frankfurter,Chairman,
Washington,D C.,

Gentlemen:--

In submitting to you copies of certain resolutions and statements of facts in connection with the Labor Situation in Texas,I wish to direct your attention to the fact,for it is a fact,that workmen,white and negro,are leaving Texas every day by hundreds,sometimes as many as a thousand at a time from a single point of concentration and departure.

This is because of the large wages offered in railway and other government works in the East and Southeast.

If our work on farms,ranches and in mines is necessary,essential,in this time ofwar and stress,then we beseech your study and solution of the question,for it is a question,of the method of getting relief,that relief to consist of an adequate supply of efficient labor.

If we can offer other information,which we have on hand or will secure for you,please demand it of us. We deem it a patriotic service we may be able to render.

Very truly,

Adams Colhoun

B-21

Dupont

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

WASHINGTON

IN ANSWERING REFER TO

No.

June 25, 1918.

MEMORANDUM FOR MR. FRANKFURTER:

We have received complaints that the Navy Yard at Norfolk is advertising for laborers in the Post Office in Nashville, Tenn. and at Evansville, Ind. without reference to the U. S. Employment Service and offering rates of wages which are such as to greatly disturb our efforts to recruit labor for the Du Pont Powder Company's plant and other plants in Nashville and at Evansville.

I attach a copy of an advertisement which is being put up in the Nashville Post Office.

If these activities on the part of the Civil Service Commission cannot be coordinated with the central recruiting plan adopted by the Administration, the whole plan will quickly go on the rocks.

J. Rousmaniere
Director General.

NAS/K

Du Pont Co - advertising laborers.

UNCLE SAM NEEDS YOU

Work for the Government

UNITED STATES GOVERNMENT WANTS

M,000 LABORERS

In its Navy Yard at Norfolk, Virginia

TO BACK UP THE FLEET

$4.40 for 10 hours

FREE TRANSPORTATION AND SLEEPING QUARTERS

For information apply t

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J. F. Reed, Examiner,

Monday, June 24

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J. F. Reed, Examiner.

Monday June 24.

RECRUITING OF LABOR
CORRESPONDENCE (AUG. - DEC. 1918)

46J 105 Govt 1/70

Tallahassee Flo. 947A 19 1918 Sep 19 AM 11 18

Crowder

Washington (DC)

Six twenty three period retel my six hundred twelve peridd. Labor recruiting agents claiming to act with govt authority are bringing pressure to bear on laborers particularly negroes to leave present occupations and go to muscleshoals and elsewhere period the result will be thousand of questionnaires incomplete as registrant and dependents will be separated and thousands of delinquents especially negroes through failure to receive mail period. Urge immediate cessation of labor recruiting until completion of questionnaires period. Information is required as to the authority if any of these labor agitators to force men to change occupations period. Immediate advice and assistance requested.

Anderson.

COPY

12 21

Smyth
Muscle Shoals

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

WASHINGTON

IN ANSWERING REFER TO

No.

September 24, 1918.

MEMORANDUM FOR MR. FRANKFURTER:

Major Clark of the Provost Marshal's Office has transmitted a complaint from the Adjutant for the State of Florida that "Labor Agitators" apparently representing this Department are seeking to induce men to leave Florida for Muscle Shoals, thereby impeding the workings of the Selective Service Law.

The only labor recruiting being conducted in Florida at the present time is in behalf of the plants being erected at Muscle Shoals, Ala. for the Air Nitrates Corporation. This recruiting is being done at the urgent solicitation of the Army, and in our efforts we are acting entirely for the benefit of the Army.

The situation at Muscle Shoals is critical. The need for labor there is great and immediate.

On September 15th at the request of the Governor of Florida our Federal Director suggested that we stop recruiting until after the questionnaires should have been sent out and returned.

In response we telegraphed to our State Director as follows:

> "Owing to the critical condition it is impossible to adopt policy suggested by Governor Catts (period) Great care should be taken to see that men recruited leave proper addresses for forwarding questionnaire"

Although recruiting for outside the state is going on in over twenty states, in most of them on a larger scale than in Florida, we have had similar complaint from no other state. We have had numerous obstacles placed in the way of recruiting labor in Florida for Army projects by the State Administration. This particular complaint would seem to be part of the same policy of hoarding labor in the State.

I think in justice to this Service you should call the attention of the Provost Marshal General's Office to the manifestly improper language used by the Florida State Adjutant in referring to our agents who are working under our instructions in behalf of Army projects as "Labor Agitators".

W. A. Smyth
Assistant Director General,
U. S. Employment Service.

NAS/EP

B-21

My dear Major Clark:

September 25, 1918.

Referring to your letter to Mr. Frankfurter of September 21, respecting which I telephoned you immediately upon receipt of the letter, I enclose herewith a copy of a letter just received from Mr. Smyth, Assistant Director General of the United States Employment Service.

The Employment Service has conferred with Colonel Charles B. Warren of the Provost Marshal General's Office who agreed with it that it would be unwise to delay recruiting pending completion of the questionnaires. The Employment Service is, however, desirous of doing everything in its power to assist the selective service machinery and is in consequence writing to the Air Nitrates Corporation at Muscle Shoals, for whom the recruiting is being done, to advise all its men to keep their local boards informed of their new address.

Cordially yours,

Executive Secretary.

Major J. Reuben Clark, Jr.,
Office of the Provost Marshal General,
War Department,
Washington, D.C.

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

WASHINGTON

IN ANSWERING REFER TO

No.

September 25, 1918.

MEMORANDUM FOR MR. MAX LOWENTHAL.

Returning herewith letter from Major J. Reuben Clark, Jr. to Mr. Felix Frankfurter in regard to recruiting in Florida for Muscle Shoals, Alabama.

I discussed this matter with Colonel Charles E. Warren of the Provost Marshal General's office and he was of the opinion that the protest from Florida was ill-considered inasmuch as it will take three or four months before the questionnaires will be completed, and recruiting cannot be delayed that long. I agreed with him that I would write a letter to the Air Nitrates Corporation, Muscle Shoals asking them to advise all those men who were recruited in Florida to keep the local board informed of their address. He deemed this would be sufficient.

I think Major Clark was somewhat over zealous in transmitting this matter without informing himself a little more fully on the situation. I attach copy of the letter we are writing to Muscle Shoals.

I am attaching a copy of Mr. Smyth's memorandum to Mr. Frankfurter on the same subject.

Sanford H. Freund

SHF:MH

September 25, 1918.

Air Nitrates Corporation,
Muscle Shoals, Alabama.

Attention of Employment Manager.

Dear Sir:

A large number of workers have recently been recruited for you in Florida. Some of this recruiting was done just after the registration under the new Selective Service Law. You will please issue instructions to all of the employees recruited in Florida or elsewhere that they should take care to keep the local board with which they are registered informed of their address, so that they may promptly receive their serial numbers, questionnaires and all orders of the local board administering the Selective Service Draft Law.

Kindly acknowledge receipt of this letter, and advise of the steps you are taking to carry this suggestion into effect.

Very truly yours,

Assistant Director General.

SHEF:MH

77

WAR DEPARTMENT

OFFICE OF THE PROVOST MARSHAL GENERAL

WASHINGTON

September 21, 1918.

Honorable Felix Frankfurter,
War Labor Policies Board,
Washington, D. C.

My dear Mr. Frankfurter:

I have been trying for two days to reach you by telephone, and failing in this, I am having recourse to a letter.

I enclose herewith copies of two telegrams which have been received from the Draft Executive in Florida. They are self explanatory. I bring them to your attention with the suggestion that, in view of the serious trouble which will inevitably result to laborers who do not comply with the Selective Service Law and the Regulations issued thereunder, you bring the matter pointedly to the attention of labor recruiting agents generally, and particularly in the district named, to the end that men may not be subjected to those penalties imposed by the statute for failure to observe the requirements of the law.

In addition to the foregoing considerations it should also be born in mind that failure of registrants properly to report to their local boards will inevitably delay the operation and classification etc., of the new registrants, which will in turn delay the furnishing of necessary men to the Army, -- the indispensable need of the hour.

E. H. Crowder,
Provost Marshal General.

By J. Reuben Clark Jr.

J. Reuben Clark Jr.,
Major, Judge Advocate,
Adjutant.

JRC-cmp.
Encl-copies telegrams.

TEXAS PORTLAND CEMENT CO.
DALLAS-HOUSTON
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TEXAS PORTLAND CEMENT CO.
MANUFACTURERS OF
HIGH GRADE PORTLAND CEMENT
OFFICE OF PRESIDENT
PRAETORIAN BUILDING

WORKS
DALLAS AND HOUSTON

DALLAS, TEXAS Nov. 7, 1918.

Hon. Morris Sheppard,
U. S. Senator,
Washington. D. C.

Dear Sir:-

I am taking the liberty of handing you copy of my letter to Mr. Olmstead, Chairman of the Dallas Council of Defense. This is in reply to a letter of his of this morning saying that our application for permit to construct a packing plant at our mill at Harrys, Texas, had been turned down for the following reasons:

> "This application is disapproved for the reason that it is absolutely necessary that as many laborers be procured as possible for work in the munitions factories in the East. Texas must furnish over 5,000 of these laborers by November 20th, and the War Industries Board has just written us that labor is one of the most vital factors at this time in winning the war".

The Government Labor Board has been very active through this section, and has taken a large number of men from this City and carted them to the east for what they are pleased to term ESSENTIAL WORK.

We would raise no objection to this provided the non-essential lines of industry, such as are enumerated in my letter to Mr. Olmstead, were first exhausted in the east, but you, who are familiar with Washington, New York and the larger Cities in the east are aware that if you go into any hotel, stores or the streets, they are filled with the class of men, such as we have named, who, in our judgment, are nothing like as essential as the farm laborers and mechanics are to this section.

We have been called upon to buy Bonds and furnish moneys for charities to the extent of our abilities. This we have done cheerfully, but if they are permitted to take our mechanics and laboring men from here, Texas will practically be stripped of money and men after the war, and we believe an injustice will be done the state, as it will be several years before we can replace them.

It may be of interest to you to know, that while men from this section are being shipped to the east, that there are

fields of cotton in Arkansas that have not had their first picking, and the cane crop of Louisiana will be lost should a frost come, all due to lack of help to harvest.

In other words, it is our opinion that the labor is needed here, and that if the Government Labor Board would exercise the same diligence in greater New York and other large cities, they need not denude Texas of its population. If you think our position is well taken and care to, we think you can be of assistance to us and other Texas industries.

Thanking you in advance for any consideration you care to give this, and awaiting your views, we are

Very truly yours,

TEXAS PORTLAND CEMENT COMPANY

BY F R Insell
President

FRB-LD

Encl.-

RG 29
Bureau of the Census

Memoranda and Notes of Joseph A. Hill, Chief Statistician

Negro Enumeration of 1920.

Memo by LeVerne Beales. Feb. 24, 1922.

No. N-2 | NAME Negro Enumeration of 1920.

File

2/24/22.

N-2

THE NEGRO ENUMERATION OF 1920.

A Reply to Dr. Kelly Miller.

By LeVerne Beales,
Expert Special Agent, Bureau of the Census.

In an article entitled "Enumeration Errors in Negro Population," published in the February, 1922, issue of the Scientific Monthly, Dr. Kelly Miller asserts that the 1920 enumeration of Negroes was seriously defective, basing his assertion mainly on the fact that the rate of increase shown for the Negro population between 1910 and 1920 was less than might have been expected under normal conditions. With this utterly inadequate basis for his claims, and presumably without giving any study to data as to Negro age distribution, he declares that the enumeration of 1920, like those of 1870 and 1890, was "so flagrantly discrepant as to demand special explanation and correction." (Page 169.) Disregarding the reduction in the Negro birth rate due to the abnormal conditions prevailing during the last decade, and making no allowance for the excessive mortality due to the influenza epidemic, he estimates that the true rate of increase in the Negro population between 1910 and 1920 was 9.6 per cent, a rate which would be substantially in line with those for preceding decades. In order to obtain this normal-appearing rate of increase, he adds 300,000 to the number of Negroes enumerated in 1920, asserting that the estimated total thus obtained "makes the Negro population behave more or less normally"---despite the fact that conditions were far from normal during the last decade. (Page 176.)

As a matter of fact, a careful examination of all---not merely a part---of the available data which are sufficiently reliable to be worthy of consideration demonstrates the substantial completeness of the Negro enumeration in 1920. The evidence supplied by the census figures themselves is so convincing that there is really little need to consider collateral data. Nevertheless, the birth and death statistics for the Negroes in those states which maintain adequate registration systems have been carefully examined and have been found to be in harmony with the decennial census figures.

It was a well-known and unquestioned fact before the census was taken that there had been, during the latter half of the last decade, an unusual and very considerable migration of Negroes from the South to the North and West. The census confirmed that fact and showed that the migration during the entire decade had amounted to about 400,000. Such a movement would naturally have a tendency to break up the home life and family relationships and result in a reduced birth rate. That this was the case is brought out clearly by an examination of the following figures for Negro children under 10 years of age:

Age group.	1920.	1910.	Increase (+) or Decrease (-) Number.	Per cent.
Total under 10 years...	2,409,906	2,509,841	-99,935	-4.0
5-9 years.....	1,266,207	1,246,553	+19,654	+1.6
Under 5 years.....	1,143,699	1,263,288	-119,589	-9.5

There is nothing inexplicable about this condition. The departure of hundreds of thousands of Negroes, most of whom were undoubtedly in the younger adult ages, from the South brought about a material reduction in the number of Negro births in that section; but the presence of these migrants in the North and West did not result in any counterbalancing increase in ~~the~~ Negro births. The Negro birth rate is much lower in the North and West than in the South, and in some states it falls below the Negro death rate. In 1920, of the 18 northern and western states in the birth-registration area, only four showed natural increases due to excess of births over deaths among the Negro population, the rates of such increase ranging from 1.4 per 1,000 Negro population for Pennsylvania to 5.2 for Massachusetts. The remaining 14 northern and western states showed natural decreases in their Negro population due to excess of deaths over births, ranging from six-tenths of 1 per 1,000 for Ohio to 19.1 for Maine. The birth-registration area also includes five southern states and the District of Columbia. Of these, the District and four states show the following rates of natural increase in Negro population for 1920: District of Columbia, 1.9 per 1,000; Maryland, 6.4; South Carolina, 11; Virginia, 12.1; North Carolina, 15.1. The figures for Kentucky indicate a natural decrease of 1.8 per 1,000.

In order, therefore, to test the completeness of the 1920 census figures for the Negro population by comparing them with the results of preceding censuses, it is necessary to make the comparisons between the number of Negroes 10 years of age and over enumerated at each census and the total number enumerated at the preceding census. In this way the births during the decade are eliminated from consideration, and the mortality among the Negro population enumerated at the beginning of the decade is ascertained. The following table shows, for each census year from 1850 to 1920, the total Negro population and the Negro population 10 years of age and over, as enumerated, together with the percentage by which the number at the ages of 10 and over fell below the total number enumerated at the preceding census:

TABLE 1.—TOTAL NEGRO POPULATION AND NEGRO POPULATION 10 YEARS OF AGE AND OVER, WITH PERCENTAGE BY WHICH NUMBER 10 YEARS OF AGE AND OVER FELL BELOW TOTAL NUMBER AT PRECEDING CENSUS: 1850-1920.

Census year.	Total Negro population.	Negro population 10 years of age and over.	Per cent by which number 10 years of age and over fell below total at preceding census.
1920	10,463,131	8,053,225	18.1
1910	9,827,763	7,317,922	17.2
1900	8,833,994	6,415,581	14.3
1890	7,488,676	5,328,972	19.0
1880	6,580,793	4,472,373	8.4
1870	4,880,009	3,428,757	22.8
1860	4,441,830	3,084,940	15.2
1850	3,638,808	2,500,353	—

The following table gives adjusted figures for 1870 and 1890. The revised total for 1870 in the first column has been published heretofore in the decennial census reports. The revised total for 1890 in the first column is given on page 28 of the Bureau's special report, "Negro Population in the United States: 1790-1915." The revised figures for 1870 and 1890 in the second column have been calculated on the assumption that the age distribution at the two censuses in question was the same for the Negroes omitted as for those enumerated. The revised rate for 1910-1920 in the third column has been calculated by deducting the estimated mortality due to the influenza epidemic in 1918 and 1919 (60,000) from the total decrease. The revised rate, therefore, represents the normal mortality during the decade among the Negroes enumerated in 1910.

TABLE 2.—TOTAL NEGRO POPULATION AND NEGRO POPULATION 10 YEARS OF AGE AND OVER, AS ESTIMATED FOR 1870 AND 1890 AND AS ENUMERATED IN OTHER CENSUS YEARS, WITH PERCENTAGE BY WHICH NUMBER 10 YEARS OF AGE AND OVER AT EACH CENSUS FELL BELOW TOTAL NUMBER AT PRECEDING CENSUS: 1850-1920.

Census year.	Total Negro population.	Negro population 10 years of age and over.	Per cent by which number 10 years of age and over fell below total at preceding census.
1920	10,463,131	8,053,225	17.4*
1910	9,827,763	7,317,922	17.2
1900	8,833,994	6,415,581	17.3
1890	7,760,000	5,525,000	16.0
1880	6,580,793	4,472,373	17.1
1870	5,392,172	3,790,697	14.7
1860	4,441,830	3,084,940	15.2
1850	3,638,808	2,500,353	—

*Adjusted to exclude mortality due to influenza epidemic.

In preparing the foregoing tables no adjustment has been made on account of the change in the census date from June 1 in 1900 to April 15 in 1910 and to January 1 in 1920, and the effect of immigration has also been disregarded. The numbers of Negro children who reached the age of 10 between April 15 and June 1, 1910, and between January 1 and April 15, 1920, were undoubtedly somewhat larger than the numbers of deaths of Negroes 10 years of age and over during the same periods. On the other hand, the number of Negroes 10 years of age and over as enumerated at each census would be reduced by the exclusion of the immigrants who arrived during the preceding decade. As it would be impossible to calculate accurately the slight effect of either of these opposing factors, they have both been disregarded; but the resultant error is too slight to have any significance as affecting the comparability of the percentages for the several decades.

The rates in Table 1 show conclusively that the 1870 returns were far from complete, and indicate that the 1890 returns were also incomplete, although not to so great an extent as those of 1870; but, as will be seen from the revised rates in Table 2, the decrease due to normal mortality in the Negro population enumerated in 1910, as shown by the census returns for 1920, was in entire harmony with the corresponding decreases during preceding decades.

It may be mentioned in passing that the mortality during the last decade among the Negro population enumerated in 1910, as indicated by the percentage in Table 1, is no more than might be expected from an examination of the mortality rates for the colored population (Negroes, Indians, Chinese, Japanese, and other nonwhites) of the death-registration area, which---excluding the abnormal year 1918---ranged from a maximum of 23.4 per 1,000 colored population in 1911 to a minimum of 18 in 1920. For 1918 the rate was 26 per 1,000. These rates do not show at all definitely the total colored mortality, since the death-registration area contains only a part of the colored population, but they do indicate that the Negro mortality during the decade was fully as great as that shown by the decennial census figures.

Thus the census returns for Negroes 10 years of age and over in 1920 not only afford no ground whatever for an assumption that the enumeration was deficient, but in large measure demonstrate their own substantial accuracy, and therefore, in the entire absence of any credible evidence to the contrary, must be accepted. Hence if the charge that the enumeration of the Negro population as a whole was deficient is to be sustained it must be accompanied by proof of an incomplete enumeration of children under 10. No such proof has been offered. Moreover, as has already been pointed out, the unprecedented northward migration of Negroes between 1910 and 1920 resulted in a marked decline in the birth rate, and the census figures show only what might have been expected in this respect. Furthermore, it would be idle to claim that the census takers, while successful in enumerating the parents and older children, were guilty of overlooking scores or hundreds of thousands of the younger children. Such an assumption is unworthy of serious consideration. The most difficult part of the population to enumerate is made up of the roving or "floating" element, which consists mainly of unattached adults---or, at any rate, of adults separated from their families; but the enumeration of children presents no difficulties.

In order to forestall further allegations of underenumeration based on obvious discrepancies in the statistics for certain age groups, it may be added that these have been carefully considered and are found to have no material effect on the accuracy of the returns for the total number of Negroes aged 10 and over or the total number at all ages. The number of Negro men reported as between the ages of 20 and 35 was probably too small, but the number reported as between the ages of 45 and 55 was probably too large. The obvious explanation of this condition is that there was a general overstatement of the ages of Negro men whose true ages were between 20 and 50, but the total number of men under 55, as enumerated in 1920, is not undnly small. The Negro population of both sexes in the age group 20 to 54 formed 47.3 per cent of the total Negro population of all ages in 1920, as against 44.6 per cent in 1910 and 41.8 per cent in 1900. It is clear, therefore, that there was no serious underenumeration of young or middle-aged Negro men, but merely an overstatement of their ages.

Another test of the accuracy of the 1920 returns is found by comparing the sex distribution of the Negro population as shown by the last three censuses. The males outnumber the females among the Negro population of every northern and western state except New York and New Jersey; and the roving or floating element, which is by far the most difficult to enumerate, is made up mainly of males. If, therefore, there had been any considerable number of omissions in enumerating this element in 1920, the result would have been a decrease in the indicated ratio of males to females as compared with 1910 and 1900. On the contrary, however, the returns show increases in this respect both for the total Negro population and for the Negro population 10 years of age and over, as will be seen from the following statement:

EXCESS OF FEMALES OVER MALES AND SEX RATIO IN NEGRO POPULATION: 1920, 1910, AND 1900.

Age limit.	Excess of females over males.			Males to 100 females.		
	1920	1910	1900	1920	1910	1900
All ages.....	44,259	56,001	60,900	99.2	98.9	98.6
Ten years & over.	34,301	43,150	53,784	99.2	98.8	98.3

These figures alone supply fairly conclusive evidence that there were no wholesale omissions in enumerating the migrant Negroes in the North and West.

Dr. Miller's assertion that "The internal evidence of error is overwhelming" (page 170) may therefore be reversed in meaning; for the internal evidence, when considered in all its phases, certainly sustains the substantial accuracy of the enumeration. Neverhheless, in order to make assurance doubly sure, the results of the enumeration in every county in the southern states in 1920 were scrutinized in comparison with the figures for 1910 and 1900, and a careful examination of the original returns was made for the few counties which showed decreases that appeared suspiciously large as against the increasesor decreases during the preceding decade; but in no case was anything found to indicate that the enumerators had neglected to canvass the Negro population generally, or any considerable part of it.

Paraphrasing Dr. Miller's assertion that "the internal evidence of error is overwhelming," the Census Bureau may reply that, so far as the figures for the last three censuses are concerned, "the internal evidence of substantial accuracy is overwhelming." Nevertheless, in order to make assurance doubly sure, the results of the enumeration in every county in the southern states in 1920 were scrutinized in comparison with the figures for 1910 and 1900, and a careful examination of the original returns was made for the few counties which showed decreases that appeared suspiciously large in comparison with the increases or the decreases during the preceding decade; but in no case was anything found to indicate that the enumerators had neglected to canvass the Negro population generally, or any considerable part of it.

Dr. Miller asserts that---

> "* * * An acknowledged error of a half million, referring to to the census of 1870 it would seem, would put this Bureau on the lookout for similar errors in the future." (Page 170.)

And again:

> "* * * As this bureau has admittedly committed grave errors in enumeration of the Negro population in two preceding censuses, it is but reasonable that the obvious discrepancy can be most reasonably accounted for by an error in the present count." (Page 172.)

The present Bureau of the Census is in no way responsible for the errors of 1870 and 1890. The Census Office has been in continuous existence since July 1, 1899, and has been in existence as a permanent office, under substantially its present organization, since July 1, 1902. Not one employee connected with the census of 1870 is now in the service of the Bureau, and only a very few of the officials and employees of 1890 are in the present office.

Dr. Miller points out that the World War greatly upset the mobile Negro population, and continues:

> "* * * There was a mad rush of Negroes from the South to fill the vacuum in the labor market caused by unsettled conditions. Thousands of Negro homes were broken up and their members scattered without definite residential identity." (Page 172.)

He is thus fully aware of the Negro exodus from the South, but is willing to consider it only in connection with the difficulties in the way of enumerating the migrant Negroes in their northern abodes, disregarding entirely the pronounced decrease in the Negro birth rate which resulted from this unusual migratory movement. He continues:

> "In the cities especially, it seems probable that the count was greatly underestimated. The Negro migrants lived for the most part in improvised lodgings and boarding houses whose proprietors had little knowledge and less interest in the identity of the boarders. The census official, visiting such boarding houses with a large number

of negro boarders would, in all probability, receive an inaccurate underestimate by the ignorant and uncaring proprietors." (Page 172.)

The proprietors of lodging houses were required to do far more than to make an estimate of the number of their lodgers. They were required to give the name and as many as possible of about 15 items of information in regard to each lodger whom the enumerator was unable to interview personally. Moreover, it would be an exceedingly unbusinesslike lodging-house keeper who would not at least know how many lodgers he had.

98

of the Negro population, but because it illustrates forcibly the lack of care and occasional disregard of mathematics displayed in the preparation of his article:

> "Even the apparent rapid increase in the white death rate awaits fuller explanation before the figures can be relied upon with assurance. It is curious to note that the birth rate among the whites in South Carolina fell from 32.3 in 1900 to 27.1 in 1919, the death rate rising but slightly from 10.4 to 10.6 during the same interval. And yet the white population of that state increased from 557,807 in 1900 to 818,538 in 1920. There was a vigesimal increment of 250,731 with little or no reinforcement from immigration. This unexplained increment in the white population seems also to discredit the reliability of the recorded mortality statistics within the states so recently added to the registration area." (Page 174.)

There has been no rapid increase in the white death rate. For the death-registration area as a whole (which has been increasing in extent from time to time) the death rate for the white population decreased from 17.1 per 1,000 in 1900 to 12.6 in 1920, and during the entire period there was no pronounced increase from one year to another, except in the case of the rate for 1918, 17.4 per 1,000, which, because of the influenza epidemic, was considerably higher than that for the preceding year, 13.7.

The increase in the white population of South Carolina is in no way inconsistent with the birth and death rates cited by Dr. Miller. In fact, although the death rate for 1900 is probably open to question (the state was not then in the death-registration area), it happens that the figures harmonize very closely indeed. The rate of natural increase due to excess of births over deaths in 1900, according to the figures, would be 21.9 per 1,000 white population, and the corresponding rate for 1919 would be 16.5. Assuming that the annual rate of natural increase in the white population decreased from 21.9 per 1,000 in 1900 to 16.5 in 1919, the decrease in the rate of increase being uniform throughout the period, the vicennial increase would be approximately 257,000, or only about 4,000 less than the increase of 260,731 shown by the census figures (not 250,731, as stated by Dr. Miller).

To summarize:

Dr. Miller's claims are based mainly on the fact that the increase shown by the Negro population during the last decade was abnormally small. He assumes that the true increase must have been a normal one, despite the fact that the conditions during the decade were abnormal.

The census figures themselves show that the number of Negroes 10 years of age and over enumerated in 1920 bears an entirely normal relation to the total number of Negroes enumerated in 1910. Furthermore, the mortality during the decade among the Negroes enumerated in 1910, as shown by the census returns, is scarcely as great as that indicated by the mortality statistics for the colored population of the death-registration area.

The returns show that the number of Negro children under 10 years of age, and especially the number under 5 years of age, as enumerated in 1920, were abnormally small. This condition was a natural result of the unprecedented Negro migration from the South to the North and West during the decade. Moreover, since the census takers were obviously successful in enumerating all or substantially all the adults and older children, there is no possibility that they overlooked a very large number of children under 10.

The ratio of males to females in the total Negro population and in the Negro population 10 years of age and over in 1920 was higher than in 1910 or 1900, the increase from census to census being substantially uniform. Thus there could have been no wholesale omissions in enumerating the migrant Negroes in the North or West, among whom the males far outnumber the females.

For the foregoing reasons the writer, after a thorough study not only of the census returns but of such available collateral data as have any bearing on the matter, is of the opinion that the enumeration of Negroes was probably as nearly complete in 1920 as in 1910 or 1900, and finds no ground whatever for attacking the 1920 census as inaccurate beyond the small margin of error which is inherent in any great statistical undertaking.

O

~~2/24/28.~~

The Recent Northward Migration of the Negro.

By Joseph A. Hill, December, 1923.

Tables, manuscript, correspondence, printed article.

NO. N-4 NAME Negro Migration, Recent Northward December, 1923.

n-4

[From the MONTHLY LABOR REVIEW (March, 1924) of the Bureau of Labor Statistics, United States Department of Labor.]

Recent Northward Migration of the Negro.[1]

By JOSEPH A. HILL, UNITED STATES BUREAU OF THE CENSUS.

IN 1880, a little more than 40 years ago, the center of the negro population of the United States as determined by the census was located in the northwestern corner of the State of Georgia. It had traveled far since the early days of the Republic, when, as shown by the census of 1790, it was near the southern boundary of the State of Virginia. It was, in 1880, 163.1 miles farther south and 413.5 miles farther west, than it was in 1790, and the total distance it had covered in a direct line was 445 miles, representing an average advance of about 50 miles per decade. It was following the general movement of population in the Southern States. Its rate of advance was slowing down toward the close of the century but was still southwestward. In 1890 it had gone 20 miles farther in that direction, in 1900 nearly 10 miles, in 1910 about 6 miles. It was then in northeastern Alabama. That proved to be the turning point, or the end, at least for the time being, of the movement southwestward, for the next census, that of 1920, revealed a complete reversal of direction. The center of negro population was found to have moved not westward but eastward, not southward but northward, being, in fact, 9.4 miles farther east and 19.4 miles farther north than it was in 1910. It had gone back to the northwestern corner of Georgia, but was farther north than it had been in 1880, though not quite so far east.

This reversal in the movement of this sensitive index of changes in the distribution of population was by no means unexpected. It was well known before the census was taken that the negroes had been going north in large numbers, and the movement of the center of negro population simply registered that fact.

The immediate cause of the northward migration was the labor shortage in northern industries produced by conditions arising out of the World War. There were doubtless other contributory causes, but a discussion of them lies outside the scope of this paper, the purpose of which is simply to present some of the more significant census statistics regarding the volume and characteristics of this movement of the negro population.

Migration After the Civil War.

FOR a time after the Civil War there were two diverging currents of negro migration. One was northward from the more northern of the Southern States—Maryland, Virginia, Kentucky, Tennessee,

[1] Paper read before the eighteenth annual meeting of the American Sociological Society, Washington, D. C., December 27, 1923, and to be published in the proceedings of the society. Published here by permission of the author and of the American Sociological Society.

and North Carolina. The other was a migration southward and westward on the part of negroes in the lower Atlantic and Gulf States.

The northward migration from Virginia after the war was notably large, and was a direct reversal of the current of migration that prevailed under the régime of slavery, when negroes were being taken south in large numbers. Set free, the Virginia negro turned toward the North and has been facing in that direction ever since. This northward current of migration led mostly to the States of Pennsylvania, New Jersey, and New York. The number of negro natives of Virginia living in these States when the war closed must have been less than 10,000, for it was only 13,050 in 1870. But after the war it increased rapidly, as shown by each successive census, and in 1920 was 115,104. The southward migration practically ceased, as is shown by the fact that the number of Virginia negroes living in the States of Georgia, Alabama, Mississippi, Louisiana, and Texas decreased from 107,934 in 1870 to 10,844 in 1920. Thus the Virginia-born negro in the cotton States of the South has almost disappeared, although no doubt his descendants there are numerous.

From the States far south there was no considerable northward migration in this period. The North seemed too far away, and the negro showed no disposition to turn his back upon the cotton fields and seek new fortunes in strange lands. He lacked the knowledge, the means, and the initiative for such an unwise venture. Therefore the drift of the negro population, following the development of cotton cultivation, continued to be towards the southwest as it had been before the war. There was no reversal of migration in this case such as there had been in the case of the Virginia negro. The voluntary migration was in the same direction as the earlier compulsory migration had been.

The effect of negro migration upon the population of the Southern States may, perhaps, be best indicated by featuring the figures of migration to and from a single southern State, selecting for this purpose the State of Mississippi, which apparently has been affected to a greater degree than most other States by the recent northward migration of the negro race.

In 1870 the negro or colored population of Mississippi included 124,377 negroes who were born in other States. They were immigrants, and they constituted more than one-fourth of the total negro population of the State. It is practically certain as regards most of them that their migration had not been of their own free will. Of the total number, 27,713 were natives of Virginia, 13,284 were born in Tennessee, 16,604 in South Carolina, 14,511 in North Carolina, 12,713 in Georgia, and 22,192 in Alabama.

There had been also a certain amount of negro migration from Mississippi, as evidenced by the fact that 57,433 negroes born in that State were living in other States, a majority of them in Louisiana (17,831) and Texas (13,895). Thus when the census of 1870 was taken, the number of negroes who were natives of other States and had come or been brought to Mississippi exceeded by 66,944 the number who had been born in that State and had gone to other States. This figure represented the net gain to the population of the State through the interstate migration of negroes. In 1880 this excess,

surplus, or gain had increased slightly to 68,245. It fell off to 33,764 in 1890, to 7,228 in 1900, became converted into a deficit of 26,439 in 1910, which deficit increased to 139,178 in 1920. Starting with a surplus of 67,000, we end with a deficit of 139,000. Consider what this deficit means. It means that if all the negroes who were born in Mississippi and have gone to other States were to return and at the same time all negroes who have come into Mississippi from other States were to leave, the number returning would exceed the number departing by 139,178, and the result would be an increase of 15 per cent in the total negro population of the State and an increase of nearly 8 per cent in the total population, white and colored.

There is a similar history for nearly all Southern States, in that the recent censuses show either a growing deficit or a diminishing surplus in the interstate exchange of native negroes. For another illustration, take the State of Texas, which for a time seems to have been the goal of negro migration in the lower South. In 1870 the number of negroes in Texas who were natives of other States was 118,114, which exceeded by 112,348 the small number of natives of Texas who had migrated from the State. At the last census, 1920, the excess of negro migrants to the State over negro migrants from the State was only 3,501. In Oklahoma and in Florida the excess in 1920 was less than it was in 1910, although greater than it was at earlier censuses. In Arkansas there has been little change in the situation since 1890, the excess remaining nearly constant at about 100,000. In West Virginia alone of the Southern States has the gain through negro migration increased at each successive census.

Loss of Population From the South Through Negro Migration.

THE total number of southern-born negroes in the North at the date of the last census was 737,423. There were also 43,371 in the West.[2] Against this total of 780,794 negroes who, as shown by the census of 1920, had left the South and gone North or West, there was a small number of northern or western born negroes who had gone South, the number being, in fact, 47,223, so that the net direct loss to the South by negro migration was 733,571, which is equivalent to 8.2 per cent of the total negro population of the South, and to a little more than 2 per cent of the total population of the South, white and colored.

The loss to any State, section, or country resulting from emigration is, however, not adequately measured either by the number emigrating within a given period or by the number of living emigrants in other States or countries on a given date, for it includes also the descendants of emigrants living in other States or countries, that is, if we may assume that the emigrants, if they had remained in their native region, would have had as many children and descendants as they have had in the States or countries to which they have gone. In the case of the negro emigrants who have gone North there is reason to believe that they would have had larger families and more descendants if they had remained in the South than they have had in the North.

[2] The designations, "North," "South," and "West" as here used, correspond with the established usage in the census reports, according to which the North extends as far west as the western boundaries of North and South Dakota, Nebraska, and Kansas, and the South extends as far west as the western boundaries of Texas and Oklahoma. The country beyond the western boundaries of these States is the West.

So probably it is not an exaggeration, but rather the contrary, to say that the entire increase in the negro population of the North since 1870 represents a loss in population growth to the South. In the 50 years between 1870 and 1920 the number of negroes in the North increased by a little more than 1,000,000, i. e., from 452,818 in 1870 to 1,472,309 in 1920. One million is equivalent to about 3 per cent of the total population of the South and to about 11 per cent of its negro population.

Decline in Proportion of Negroes in the Population of the South.

IN 1870, the population of the South was more than one-third negro. Now it is not much more than one-fourth negro, the percentage of negroes having declined from 36 in 1870 to 27 in 1920. It is safe to say that this decrease has not been wholly due to the emigration of negroes; for had there been no emigration, the growth of negro population in the South would apparently not have kept pace with that of the white. But the difference would not have been so great as it is now. If there had been no northward migration, the negro population of the South, as has been pointed out, would probably be at least a million larger than it is at present, and the percentage of negroes would in that case be about 30 instead of 27. The difference probably represents approximately the effect which migration has had in reducing the proportion of negroes in the population of the Southern States.

If, therefore, there had been no northward migration of negroes in the last 50 years the total population of the South would presumably be at least 3 per cent greater than it now is, the negro population 11 per cent greater, and the percentage of negroes in the total would be about 30 instead of 27.

Increase in Northward Migration.

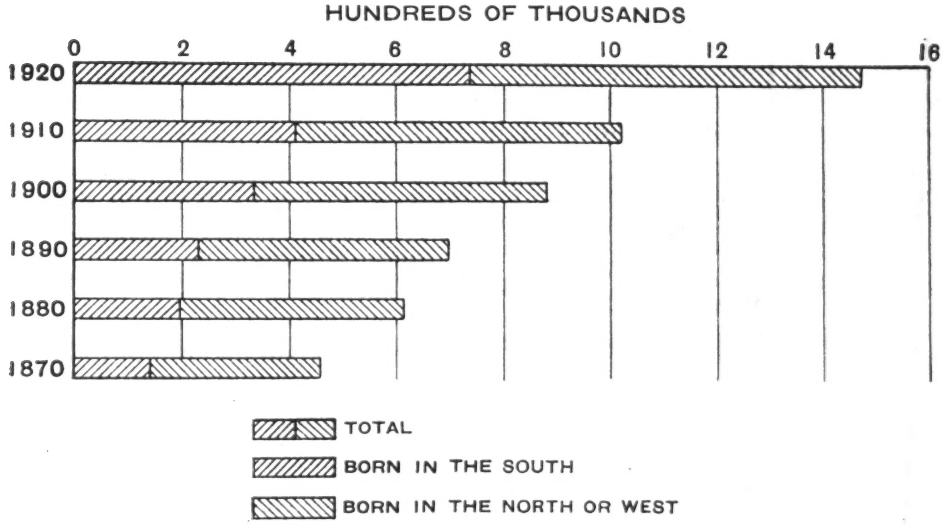
WHILE, as already noted, there has been a constant northward migration of negroes since the close of the Civil War, the recent migration, that of the last census decade (1910 to 1920), differs from the previous migration in several important respects, and first of all in volume or amount. Thus in the period of 40 years from 1870 to 1910 the number of southern-born negroes in the North increased from 146,490 to 415,533, an average decennial increase of 67,000. But in the decade 1910 to 1920 there was an increase of 321,890, which was more than the aggregate increase of the preceding 40 years and five times the previous average decennial increase.

NEGRO POPULATION IN THE NORTH, 1870 TO 1920, BY DECADES.

Year.	Negro population of the North.		
	Negroes born in the South.	Negroes born in the North or West.[1]	Total.
1870	146,490	306,328	452,818
1880	[2] 194,720	420,318	615,038
1890	[2] 230,931	470,087	701,018
1900	336,076	544,695	880,771
1910	415,533	612,141	1,027,674
1920	737,423	734,886	1,472,309

[1] Includes also a small number who were born in foreign countries or in outlying possessions, or at sea, or whose birth State was not reported.
[2] "Colored," includes probably a few Indians and possibly a few Chinese and Japanese.

NEGRO POPULATION IN THE NORTH: 1870 TO 1920.



Migration From the Far South.

THE northward migration of negroes in the last decade has been to a much larger extent than ever before a migration from the far South. The earlier northward migration was, as already noted, mostly from the more northern States of the South. Even as recently as 1910, 48 per cent, or nearly one-half, of the southern-born negroes living in northern States came from two States—Virginia and Kentucky. The migration between 1910 and 1920 reduced the proportion born in these two States to 31.6 per cent. On the other hand, the proportion of northern negroes coming from the States farther south, or from what we may term the cotton-belt States, including in this class South Carolina, Georgia, Florida, Alabama, Mississippi, Arkansas, Louisiana, and Texas, increased from 18.2 per cent of the total number of southern-born negroes living in the North in 1910 to 40.5 per cent of the total in 1920. The absolute number of negroes in the North who were natives of these States increased from 75,517 in 1910 to 298,739 in 1920, so that there were nearly four times as many in 1920 as there were in 1910.

James Bryce, speculating in regard to the future of the American negro in the revised edition of his American Commonwealth, published in 1911, considered the possibility that the negro might "more and more draw southwards into the lower and hotter regions along the coasts of the Atlantic and the Gulf of Mexico," and might thus become "a relatively smaller, and probably much smaller element than at present in the whole population north of latitude 36° and a relatively larger one south of latitude 33° and east of longitude 99° W" (Vol. II, p. 536). Bryce did not consider or suggest the possibility that the negro might migrate northward in increasing numbers or that there might be a dispersion of the negro race rather than a concentration of it. Yet this is precisely what has been taking place since his book was published. The region which he defines by geographic degrees as that in which the negroes might concentrate includes the entire States of Florida and Louisiana, the southern

portion of the States of Georgia, Alabama and Mississippi, and the southeastern portion of Texas; and the percentage which the negroes living in this region form of the total negro population of the United States is at present decreasing, having been 35.6 in 1910 and 32.9 in 1920. Within this region the percentage of negroes of the total population decreased from 41.1 in 1910 to 35.9 in 1920.

NUMBER OF SOUTHERN-BORN NEGROES LIVING IN THE NORTH[1] IN 1910 AND 1920 AND NUMBER AND PER CENT OF INCREASE FROM 1910 TO 1920, BY STATE OF BIRTH.

State of birth.	Number of southern-born negroes in the North.		Increase from 1910 to 1920.	
	1910	1920	Number.	Per cent.
BORN IN—				
South Atlantic States:				
Delaware	8,729	9,144	415	4.8
Maryland	33,970	39,636	5,666	16.7
District of Columbia	8,058	9,728	1,670	20.7
Virginia	130,048	148,303	18,255	14.0
West Virginia	6,186	7,887	1,701	27.5
North Carolina	39,019	55,211	16,192	41.5
South Carolina	16,229	42,952	26,723	164.7
Georgia	15,266	73,898	58,632	384.1
Florida	3,096	16,800	13,704	442.6
Total	260,601	403,559	142,958	54.9
East South Central States:				
Kentucky	69,487	84,684	15,197	21.9
Tennessee	42,076	76,509	34,433	81.8
Alabama	10,730	65,128	54,398	507.0
Mississippi	12,716	49,292	36,576	287.6
Total	135,009	275,613	140,604	104.1
West South Central States:				
Arkansas	6,343	16,280	9,937	156.7
Louisiana	5,262	17,741	12,479	237.2
Oklahoma	2,443	7,582	5,139	210.4
Texas	5,875	16,648	10,773	183.4
Total	19,923	58,251	38,328	192.4
Total northern negroes[1]	415,533	737,423	321,890	77.5

[1] Includes all negroes resident in the New England, Middle Atlantic, and East and West North Central divisions.

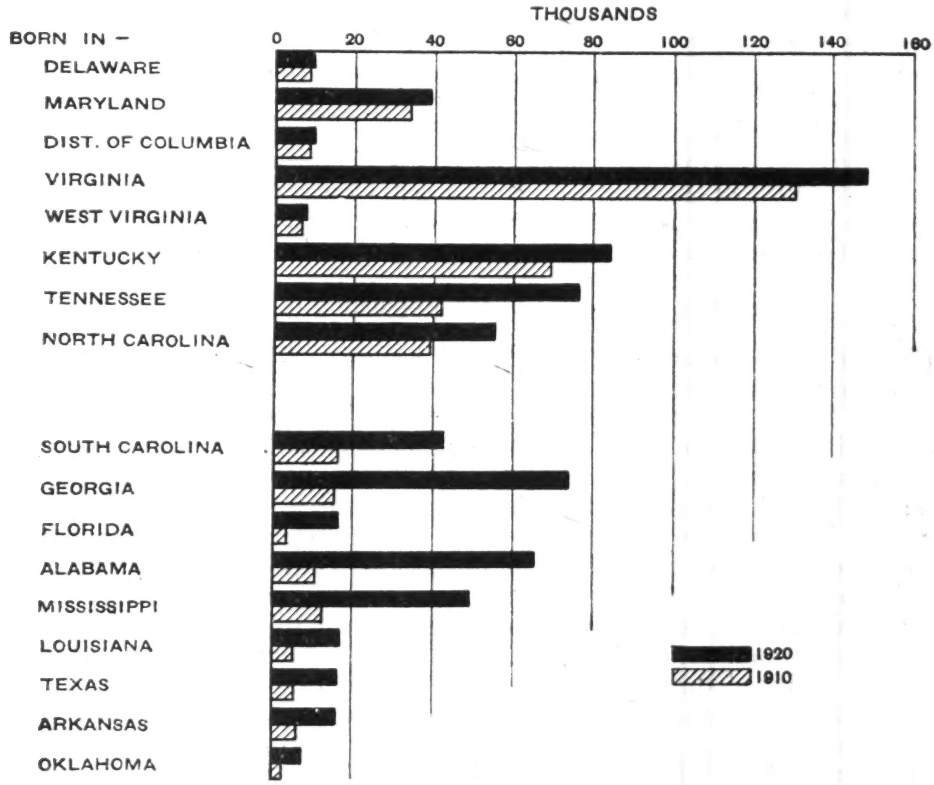
Negroes in the North.

IN 1870 the total number of negroes living in the North was 452,818, but of these 118,071 were in the State of Missouri, which had been a slave State. The Northern State with the next largest number of negroes was Pennsylvania, with 65,294; Ohio came next, with 63,213; then New York, with 52,081; New Jersey, with 30,658; Illinois, with 28,762; Indiana, with 24,560; and Kansas, with 17,108. No other Northern State had as many as 15,000.

In 1920 there were 1,472,309 negroes in the North, as compared with 452,818 in 1870; and the Northern State having the largest number of negroes was Pennsylvania, with 284,568. New York came next with 198,483, Ohio had 186,187, and Illinois 182,724; then came Missouri, with 178,241 and New Jersey, with 117,132. Indiana had 80,810, Michigan 60,082, and Kansas 57,925; and no other Northern

State had as many as 50,000. These 9 States account for nine-tenths (91.4 per cent) of the total negro population in the North. They contain not quite three-fourths (72.7 per cent) of the total population of the North. With the exception of Michigan and New York, they are States bordering the South.

SOUTHERN-BORN NEGROES IN THE NORTH: 1920 AND 1910.



Migration to Northern Cities.

IN the North outside the large cities there is only a small, though a rather widely distributed, negro population. Out of a total of 1,272 northern counties there are, in fact, only 83 in which there are no negroes. But there are 671 other northern counties in which the number of negroes is less than 100, making 754 counties—about 60 per cent of the total number—in which there are either no negroes or fewer than 100 negroes; and there are only 184 counties in which there are more than 1,000 negroes. If for purposes of comparison we make a similar classification of counties for the preceding census, we obtain no indication that any dispersion of the negroes in the North is in progress. They go to the large cities, mostly, and remain there.

Of the 182,274 negroes in the State of Illinois, 60 per cent are in the city of Chicago, which city contains only 42 per cent of the total population of the State.

Detroit, in which there are 40,838 negroes, accounts for 68 per cent, or two-thirds, of the total negro population of Michigan.

Of the 198,483 negroes in New York State, 152,467, or more than 75 per cent, are in New York City.

Three cities in Ohio, Cleveland (34,451), Cincinnati (30,079), and Columbus (22,181), account for 46 per cent of the negro population of that State, although these cities contain only about 25 per cent of the total population of the State.

Philadelphia contains 47 per cent of the total number of negroes in Pennsylvania, as compared with 21 per cent of the total population of the State. Add Pittsburgh and we have accounted for 60 per cent of the negro population of that State and 28 per cent of the total population.

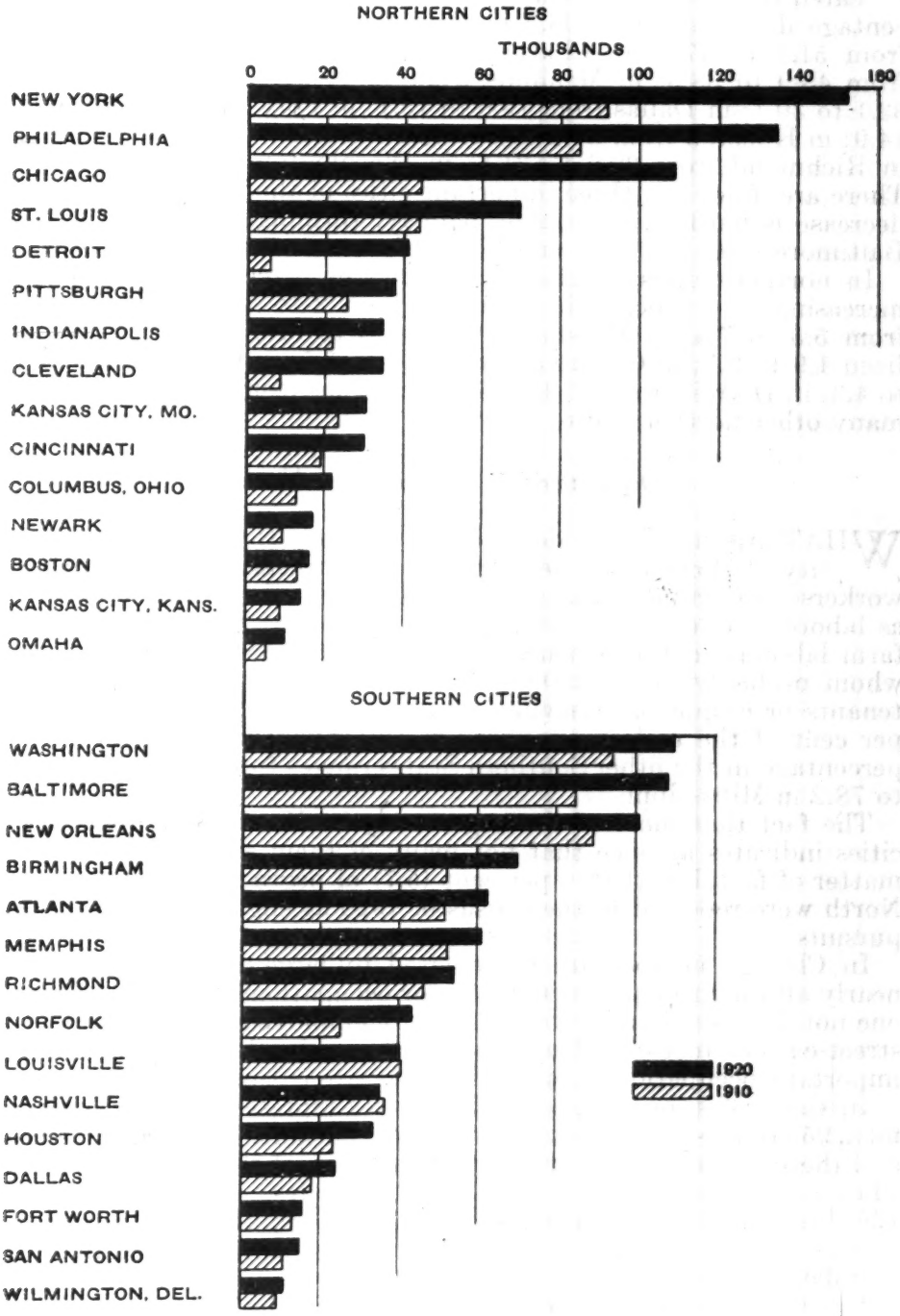
The above 8 cities contain 38.1 per cent of the negro population of the North, as against only 20.7 per cent of the total population of the North. Three of these cities—New York, Chicago, and Philadelphia—contain 26.9 per cent of the northern negroes, as compared with 15.9 per cent of the total population.

Proportion of Negroes in the Population of the North.

THE total population of the North is now a little more than 2 per cent negro, or, to be more exact, it was 2.3 per cent negro in 1920. From 1870 to 1910 the percentage had been nearly constant, being either 1.8 or 1.9; but the last census, that of 1920, showed a significant increase. The percentage, however, is still small, equivalent to about one-forty-third of the total population. So only 1 person in 43 in the Northern States is a negro. If, therefore, the negroes were evenly distributed over the Northern States, to correspond with the distribution of the white population, their numbers would not be large enough to constitute a disturbing factor in the social organism, to arouse racial antagonism, or introduce a race problem. But, as already pointed out, they are concentrated largely in certain cities, where they form a considerable and an increasing proportion of the total population. Over 4 per cent of the population of Chicago, Cleveland, Des Moines, Detroit, New Bedford, and Newark is negro; about 5 per cent of the population of Youngstown, Ohio, and of Cambridge, Mass.; over 6 per cent of the population of Pittsburgh; over 7 per cent of the population of Camden, Cincinnati, and Philadelphia; not less than 9 per cent of the population of Columbus, St. Louis, and Kansas City, Mo.; 11 per cent of the population of Indianapolis; and 14.2 per cent of the population of Kansas City, Kans. These are all cities of over 100,000 population. Some of the smaller northern cities have still larger percentages of negroes. Atlantic City is 21.6 per cent negro.

Within each city there is usually a local segregation or concentration of negroes in certain sections or localities—a negro quarter. In New York City 42.4 per cent of the total negro population is located in two assembly districts, and within these districts negroes form, respectively, 35 per cent and 49 per cent of the total population. In Chicago there is one ward which contains 44 per cent of the total negro population of the city and within which negroes form 70 per cent of the total population. In Detroit the concentration is not so marked, although there is one ward in which negroes constitute about 25 per cent of the total population, and another in which the percentage is nearly 20.

NEGRO POPULATION FOR 1920 AND 1910 IN CITIES HAVING 100,000 OR MORE INHABITANTS AND AT LEAST 10,000 NEGROES IN 1920.



Changing Proportion of Negroes in Population of North and South.

IN ALMOST every southern city the proportion of negroes, as indicated by the last census, is decreasing. Thus in Atlanta the percentage decreased from 33.5 in 1910 to 31.3 in 1920; in Savannah from 51.1 to 47.1; in Charleston from 52.8 to 47.6; in Columbia from 43.9 to 38.5; in Memphis from 40 to 37.7; in Nashville from 33.1 to 30.1; in Dallas from 19.6 to 15.1; in Fort Worth from 18.1 to 14.9; in Houston from 30.4 to 24.6; in San Antonio from 11.1 to 8.9; in Richmond from 36.6 to 31.5; in Washington from 28.5 to 25.1. There are, however, three important cities of the South in which the decrease is hardly appreciable, namely, Birmingham (39.4 to 39.3), Baltimore (15.2 to 14.8), and New Orleans (26.3 to 26.1).

In northern cities, on the other hand, the percentage of negroes is increasing. In Chicago it increased from 2 to 4.1; in Philadelphia from 5.5 to 7.4; in Pittsburgh from 4.8 to 6.4; in New York City from 1.9 to 2.7; in Cincinnati from 5.4 to 7.5; in Cleveland from 1.5 to 4.3; in Detroit from 1.2 to 4.1; in St. Louis from 6.4 to 9; and so in many other northern cities

Occupations of Negroes in the North.

WHAT are the negroes doing in the North? In the South a majority of them—57.7 per cent of the total number of negro male workers—are employed in growing cotton or other farm crops either as laborers or tenants or owners. In 1920 there were 628,029 negro farm laborers in the Southern States and 834,686 negro farmers, of whom probably about 200,000 were farm owners, the others being tenants or croppers. Leaving out West Virginia, in which only 5.1 per cent of the male negro workers are engaged in agriculture, the percentage in the other Southern States ranges from 29.9 in Maryland to 78.2 in Mississippi.

The fact that most of the negroes in the North have gone to the cities indicates at once that not many of them are on farms. As a matter of fact, less than 6 per cent (5.7) of negro male workers in the North were reported in the census of 1920 as engaged in agricultural pursuits.

In Chicago negroes are represented by large or small numbers in nearly all the principal occupations or occupational groups. There is one notable exception. No negroes are employed as motormen or as street-car conductors. But these appear to be the only numerically important occupations from which they are entirely excluded.

In the professions in that city they are represented by 215 clergymen, 95 lawyers, 254 musicians or music teachers, and 195 physicians; and there are at least a few negroes in most of the other professions. They are represented also in the skilled trades. There were in 1920 126 brick and stone masons, 275 carpenters, 113 compositors and typesetters, 148 coopers, 431 machinists, 286 house painters, 105 plumbers, and 371 tailors who were negroes.

But the great majority of negro workers in the cities of the North are employed either in domestic or personal service or as unskilled or semiskilled laborers. In the stockyards of Chicago there were 5,300 negro laborers in 1920 and in the iron and steel industries 3,355. In

the slaughter and packing houses 1,242 negroes were reported as laborers and 1,490 as semiskilled operatives. There were 1,835 negroes reported as building or general laborers, 1,210 as laborers, porters, and helpers in stores, 2,139 as porters in domestic or personal service, besides 2,540 railway porters, which means, doubtless, Pullman porters. There were 1,822 negro janitors, 2,315 negro waiters, and 1,942 negro male servants. Then there were 1,659 negro male clerks outside of clerks in stores, of whom only 173 were negroes. In these occupations are found about 60 per cent of the total number of male negro workers in the city of Chicago, as compared with less than 20 per cent of the white male breadwinners. That the extensive employment of negroes as laborers or semiskilled operatives in the stockyards, slaughterhouses, steel mills, and building trades, and as general laborers, is a recent development is shown by the fact that the percentage of negroes in the total number of males employed in these occupations in Chicago increased from 3.5 in 1910 to 20.7 in 1920. Of the laborers in the automobile plants of Detroit, 13.5 per cent were negroes in 1920, as compared with less than one-half of 1 per cent in 1910. The proportion of negroes among building and general laborers in that city increased from 3.2 per cent in 1910 to 19.4 per cent in 1920, the number of negroes so employed increasing from 149 to 1,261.

In New York the percentage of negroes in the total number of longshoremen and stevedores increased from 6.4 in 1910 to 14.5 in 1920; and in Philadelphia it increased from 44.7 in 1910 to 59.2 in 1920. It is of interest to note that while in each of these cities there was a large increase in the number of negroes employed as chauffeurs, the increase no more than kept pace with the growth of the occupation, so that the percentage of negro chauffeurs was smaller in New York, and but little larger in Philadelphia, in 1920 than it was in 1910. But the absolute number of negro chauffeurs increased in New York from 490 to 2,373, and in Philadelphia from 312 to 2,195.

In contrast with the increasing extent to which negroes are being employed as laborers in the manufacturing plants or industries of the North is the very slight increase in the employment of male negroes in domestic and personal service. In 1910, of the total number of janitors, porters, male servants, and waiters in Chicago, 33.9 per cent were negroes, and in 1920 this percentage had increased only to 34.8.

All this goes to show that the male negroes who have recently been migrating northward in such large numbers have most of them become industrial laborers, finding employment in mills, factories, and stockyards rather than in hotels, restaurants, office buildings, and domestic kitchens. I am sure that if we could distinguish in the census occupational statistics between those who have migrated recently and the earlier migrants this fact would be brought out very strikingly. It is another distinctive feature of the new migration.

Negro Women in Domestic Service.

THE statistics relating to male negro workers indicate that new fields of employment have been opened to them in the North, which doubtless invite migration by the lure of high money wages. This does not appear to be true to the same extent of the female negro workers. Their field of employment in the North continues to be largely restricted to personal and domestic service.

In the case of the negro male workers in Chicago, the percentage employed in personal and domestic service fell from 51.1 to 28.1, and in the case of female workers from 78.4 to 63.8.

Of the negro women who have migrated to northern cities a large proportion are domestic servants. About 30 per cent of the negro female breadwinners in Chicago and 47 per cent of those in New York were reported as servants. For Philadelphia the percentage is 54, for Detroit 35, and for Pittsburgh 50. In general, from one-third to one-half of the total number of negro woman workers in northern cities are servants.

It may be noted in this connection that the total number of female servants of all classes, white and colored, as reported by the census, decreased materially in the last decade, this number being 1,012,133 in 1920, as compared with 1,309,549 in 1910, a decrease of about ~~30~~ 23 per cent, or nearly one-~~third~~ fourth. In New York City the number of female servants fell off from 113,409 in 1910 to 84,615 in 1920; in Chicago the decrease was from 34,473 in 1910 to 26,184 in 1920; in Philadelphia it was nearly the same—from 37,050 to 28,290. Evidently people are learning to do without domestic servants. I shall not stop to inquire how. But doubtless the increasing resort to the simplified housekeeping of the apartment furnishes a partial explanation of this phenomenon. In the meantime, white female servants in northern cities are to a large extent being supplanted or replaced by negroes; for while the number of white female servants, foreign born as well as native, has decreased, the number of negro female servants has materially increased, so that they form an increasing proportion or percentage of the diminishing total. Thus, in Chicago in 1920, 23.9 per cent, or about one-fourth, of the female servants were negroes, as compared with 10.2 per cent in 1910. In New York the per cent of negroes in the total number of female servants increased from 12.4 in 1910 to 22.4 in 1920; in Detroit from 6.1 to 23.1; in Cleveland from 8.7 to 30.1; in Philadelphia from 38.5 to 53.8. And there are similar increases in the percentages for all the northern cities to which the negroes have migrated in considerable numbers.

Thus it becomes evident that in the North the southern negro is in some measure taking the place of the foreign-born immigrant as a source of labor supply for both industrial plants and domestic kitchens, but only to a limited extent. The falling off in the flow of foreign immigration caused by restrictive laws can never be offset or made good by migration from the South. For consider: In the last 10 years of unrestricted immigration, by which is meant the years 1905 to 1914, inclusive, more than 10,000,000 foreign immigrants came to these shores. That exceeds the entire negro population of the South by about 1,000,000. At present the restriction law limits the annual immigration to 357,000; so that the maximum possible immigration of the foreign born in a decade is 3,570,000. The difference between this number and the 10,000,000 who came in when immigration was unrestricted would be equal to 72 per cent of the entire negro population of the Southern States (8,912,231).

Natural Increase of Negro Population in the North.

WILL the colored people in the North multiply by natural increase or are they dependent upon continuous migration from the South? In other words, if migration were to cease, would the negro race in the North gradually die out? This is a very fundamental question. If the race can not maintain itself in the North save by continuous recruiting from the South, then migration acts as a drain upon the negro population and if it were to continue in large volume might in the distant future, even prove to be the destruction of the negro race. I do not suggest this, however, as a catastrophe that is likely to be realized. It may be a possibility, but, if so, it lies beyond the range of any predictable future.

Whether the negro race can maintain itself in the North by natural increase remains to be seen. We can inquire only as to present tendencies. Professor Willcox, in a recently published article on the "Increase and distribution of negroes in the United States," pointed out that in those States in the North for which statistics were available there had been, within a period of five years, 114 deaths of negroes to 100 births. The area included the New England States, New York, Pennsylvania, Michigan, and Minnesota, and the period covered the years 1914 to 1919, inclusive. Conditions within that period could hardly be called normal. It was the period of the World War and of the influenza epidemic, and the period within which the first northward rush of negroes took place.

The statistics of more recent years show a different condition. For within these same States the number of deaths of negroes to 100 births in the three years 1920 to 1922, inclusive, was 83. The birth rate for the negro, however, remains lower in the North than it is in the South, and the death rate continues to be higher in the North, and that means, of course, that the natural increase in the North is less than it is in the South; and it seems fairly evident that the northward migration of the negroes has retarded the increase of the negro population and constitutes one reason, and perhaps the main reason, why the increase recorded at the last census was smaller than ever before, being, in fact, only 6.5 per cent, as compared with 11.2 per cent for the preceding decade and with 13.8 per cent (corrected figure) for the decade before that. But these conditions may be only temporary. The death rate in the North may decline with improvement in living conditions, sanitation, and personal hygiene, and with adaptation to climate. The birth rate may increase if conditions among negroes in the North become more settled and family life better established. And the northward migration itself may be only temporary. These are questions the answer to which the future alone will reveal.

Summary.

I AM aware that the statistics presented within the brief limits of this paper can serve only as an introduction to the subject of negro migration. They indicate the recent great increase of migration; the fact that this recent migration comes largely from the cotton States of the far South; that it is a migration to the cities of the North, and to the industrial plants in these cities; that it is

replacing to a limited extent the immigration from Europe; and that it is probably retarding the growth of the negro population. But as to what the effects of this movement are going to be upon the negro, or upon the North, or upon the South—these are profoundly interesting and more or less speculative questions which lie somewhat outside the limited scope of this statistical paper.

WASHINGTON : GOVERNMENT PRINTING OFFICE : 1924

Negro Migration — Table B 1

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

ALABAMA

(8—3023 c)
Corrected to May 1, 1920.

COUNTY Number of counties, 67	Negro population. 1920	1910	Increase (+) or decrease (−) Number.	Per cent.	Per cents Negro of total population. 1920	1910	Difference.	Increase (+) or decrease (−) in area since 1910.
The state	900,652	908,282	−7,630	−0.8	38.4	42.5	−4.1	---
Autauga	10,696	11,717	−1,021	−8.7	56.6	58.5	−1.9	
Baldwin	4,781	5,110	− 329	−6.4	23.1	28.1	−5.0	
Barbour	19,419	20,456	−1,037	−5.1	60.6	62.5	−1.9	
Bibb	7,817	7,710	+ 107	+ 1.4	33.8	33.8	----	
Blount	1,418	1,181	+ 237	+ 20.1	5.6	5.5	+0.1	
Bullock	20,650	25,362	−4,712	−18.6	81.5	84.0	−2.5	
Butler	14,580	15,373	− 793	− 5.2	49.4	53.0	−3.6	
Calhoun	12,089	10,757	+ 1,332	+ 12.4	25.3	27.5	−2.2	−14
Chambers	19,724	18,660	+ 1,064	+ 5.7	47.9	51.8	−3.9	+24
Cherokee	2,079	2,606	−527	−20.2	10.0	12.9	−2.9	
Chilton	3,963	4,759	−796	−16.7	17.4	20.5	−3.1	−16
Choctaw	11,452	11,503	− 51	− 0.4	55.2	62.2	−7.0	
Clarke	13,906	17,311	−3,405	−19.7	52.7	55.9	−3.2	
Clay	3,179	2,648	+ 531	+ 20.1	14.0	12.6	+1.4	
Cleburne	735	711	+ 24	+ 3.4	5.5	5.3	+0.2	+1
Coffee	6,294	5,782	+ 512	+ 8.9	20.9	22.1	−1.2	
Colbert	11,152	9,449	+ 1,703	+ 18.0	34.9	38.1	−3.2	
Conecuh	11,103	10,079	+ 1,024	+ 10.2	45.1	47.0	−1.9	
Coosa	5,806	6,256	−450	−7.2	39.1	37.6	+1.5	
Covington	7,987	8,001	− 14	− 0.2	21.0	24.9	−3.9	
Crenshaw	7,115	7,514	−399	−5.3	30.9	32.2	−1.3	
Cullman	443	533	−90	−16.9	1.3	1.9	−0.6	
Dale	5,031	5,810	−779	−13.4	22.2	26.9	−4.7	
Dallas	42,265	43,511	−1,246	− 2.9	77.3	81.5	−4.2	
Dekalb	771	854	−83	−9.7	2.2	3.0	−0.8	
Elmore	11,944	13,246	−1,302	−9.8	42.5	46.9	−4.4	+16
Escambia	6,293	5,569	+ 724	+ 13.0	28.0	29.5	−1.5	
Etowah	7,528	6,804	+ 724	+ 10.6	15.9	17.4	−1.5	−3
Fayette	2,481	1,866	+ 615	+ 33.0	13.5	11.5	+2.0	
Franklin	1,418	1,842	−424	−23.0	6.4	9.5	−3.1	
Geneva	4,404	4,305	+ 99	+ 2.3	15.0	16.4	−1.4	
Greene	15,043	19,705	−4,662	−23.7	83.0	86.7	−3.7	
Hale	17,896	21,987	−4,091	−18.6	73.7	78.9	−5.2	
Henry	10,453	10,150	+ 303	+ 3.0	48.5	48.5	---	

Changes in area all due to re-survey - and not actual annexations or detachments of areas.

COUNTY								
Houston	10,421	9,597	+ 824	+ 8.6	27.9	29.6	- 1.7	
Jackson	3,008	3,136	-128	- 4.1	8.4	9.5	- 1.1	
Jefferson	130,291	90,617	+ 39,674	+ 43.8	42.0	40.0	+2.0	- 15
Lamar	2,850	3,180	- 330	-10.4	15.7	18.2	-2.5	
Lauderdale	8,117	7,096	+ 1,021	+ 14.4	20.5	22.9	-2.4	
Lawrence	6,739	6,933	- 194	- 2.8	27.7	31.5	-3.8	
Lee	18,784	19,643	- 859	- 4.4	57.2	59.8	-2.6	-24
Limestone	9,628	10,255	- 627	- 6.1	30.7	38.2	- 7.5	
Lowndes	22,016	28,125	- 6,109	- 21.7	86.7	88.2	- 1.5	
Macon	19,614	22,039	-2,425	- 11.0	83.2	84.6	- 1.4	
Madison	17,483	18,894	-1,411	- 7.5	34.1	40.2	-6.1	
Marengo	26,111	30,846	- 4,735	- 15.4	72.4	77.3	-4.9	
Marion	621	520	+ 101	+ 19.4	2.8	3.0	-0.2	
Marshall	1,287	1,365	-78	-5.7	3.9	4.8	-0.9	
Mobile	39667	34,719	+ 4,948	+ 14.3	39.6	42.9	- 3.3	
Monroe	15,945	15,727	+ 218	+ 1.4	55.2	57.9	-2.7	
Montgomery	48,463	56,867	-8,404	-14.8	59.9	69.2	- 9.3	
Morgan	7,736	8,198	- 462	-5.6	19.2	24.3	- 5.1	
Perry	18,258	24,494	- 6,236	- 25.5	72.0	78.5	- 6.5	
Pickens	12,324	12,951	- 627	- 4.8	48.6	51.7	-3.1	
Pike	14,795	14,437	+ 358	+ 2.5	46.8	46.9	-0.1	
Randolph	5,936	5,717	+ 219	+ 3.8	21.9	23.2	- 1.3	
Russell	20,935	20,198	+ 737	+ 3.6	76.3	77.9	-1.6	
St. Clair	4,449	3,632	+ 817	+ 22.5	19.0	17.5	+1.5	+3
Shelby	7,044	7,641	- 597	- 7.8	26.0	28.4	-2.4	+13
Sumter	19,831	23,322	- 3,491	- 15.0	77.6	81.3	-3.7	
Talladega	17,398	18,265	- 867	-4.7	42.4	48.2	- 5.8	
Tallapoosa	10,070	11,457	- 1,387	-12.1	33.9	36.9	- 3.0	
Tuscaloosa	19,780	19,026	+ 754	+ 4.0	36.8	40.0	-3.2	
Walker	8,190	6,538	+ 1,652	+ 25.3	16.2	17.7	- 1.5	+15
Washington	5,856	6,064	- 208	- 3.4	41.0	42.0	-1.0	
Wilcox	25,009	27,602	-2,593	-9.4	80.5	81.6	- 1.1	
Winston	81	54	+ 27	(✓)	0.6	0.4	+0.2	

1 Per cent not shown, base less than 100.

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

ARKANSAS

(8—3023 c)
Corrected to May 1, 1920.

COUNTY (Number of counties, 75)	Negro population 1920	Negro population 1910	Increase (+) or decrease (−) Number	Increase (+) or decrease (−) Per cent	Per cent Negro of total population 1920	Per cent Negro of total population 1910	Difference	Increase (+) or decrease (−) in area since 1910
Arkansas	472,220	442,891	+ 29,329	+ 6.6	22.0	23.1	−1.1	---
Ashley	5,190	4,269	+ 921	+ 21.6	24.2	26.5	−2.3	
Baxter	10,443	13,276	− 2,833	−21.3	44.6	52.5	−7.9	
Benton	4	7	− 3	✓	✓	0.1	+0.1	
Boone	102	110	− 8	− 7.3	0.3	0.3	---	
Bradley	2	7	− 5	✓	✓	✓	---	
Calhoun	4953	4,641	+ 312	+ 6.7	31.0	32.0	−1.0	
Carroll	4240	3,413	+ 827	+ 24.2	35.9	34.5	+1.4	
Chicot	82	66	+ 16	✓	0.5	0.4	+0.1	
Clark	16,060	17,682	−1,622	− 9.2	73.8	80.4	−6.6	
Clay	7,828	7,367	+ 461	+ 6.3	30.5	31.1	−0.6	
Cleburne	3	10	− 7	✓	✓	✓	---	
Cleveland	1	7	− 6	✓	✓	0.1	−0.1	
Columbia	3,719	4,334	− 615	−14.2	30.3	32.1	−1.8	
Conway	12,648	10,869	+ 1,779	+ 16.4	45.7	45.6	+0.1	
Craighead	6,652	8,298	−1,646	− 19.8	29.5	36.5	−7.0	
Crawford	2036	1,328	+ 708	+ 53.3	5.4	4.8	+0.6	
Crittenden	1,692	2,063	− 371	−18.0	6.6	8.6	−2.0	
Cross	24,650	19,000	+ 5,650	+ 29.7	84.1	84.6	−0.5	
Dallas	7,925	6,127	+ 1,798	+ 29.3	42.7	43.6	−0.9	
Desha	4938	4,657	+ 281	+ 6.0	34.2	36.9	−2.7	
Drew	15,257	12,129	+ 3,128	+ 25.8	75.2	79.4	−4.2	
Faulkner	10,788	11,789	−1,001	− 8.5	49.4	53.7	−4.3	
Franklin	4,121	4,460	− 339	− 7.6	14.9	18.8	−3.9	
Fulton	305	382	− 77	−20.2	1.6	1.9	−0.3	
Garland	26	44	− 18	✓	0.2	0.4	−0.2	
Grant	3,426	4,665	−1,239	− 26.6	13.3	17.1	−3.8	+107
Greene	1,060	994	+ 66	+ 6.6	9.9	10.5	−0.6	
Hempstead	32	40	− 8	✓	0.1	0.2	−0.1	
Hot Spring	14,176	14,100	+ 76	+ 0.5	44.9	49.8	−4.9	
Howard	2,068	1,960	+ 108	+ 5.5	11.6	13.0	−1.4	
Independence	4,265	3,498	+ 767	+ 21.9	23.0	20.7	+2.3	
Izard	1,075	1,264	−189	−15.0	4.5	5.1	−0.6	
	217	242	−25	−10.3	1.6	1.7	−0.1	

Part of Montgomery annexed to Garland; part of Saline annexed to Pulaski; others are only re-arrangements.
✓ Per cent not shown, base less than 100. ✓ Less than one-tenth of 1 per cent.

COUNTY								
Jackson	5,571	6,203	−632	−10.2	21.9	26.4	−4.5	
Jefferson	39,493	37,692	+1,801	+4.8	65.5	71.5	−6.0	
Johnson	329	517	−188	−36.4	1.6	2.6	−1.0	
Lafayette	7685	7,181	+504	+7.0	49.5	52.3	−2.8	
Lawrence	625	750	−125	−16.7	2.8	3.7	−0.9	
Lee	22,300	19,003	+3,297	+17.3	77.3	78.4	−1.1	
Lincoln	12,760	9,967	+2,793	+28.0	68.0	65.9	2.1	
Little River	6,006	5,698	+308	+5.4	36.8	41.9	−5.1	
Logan	467	640	−173	−27.0	1.8	2.4	−0.6	
Lonoke	11,628	11,268	+360	+3.2	34.8	40.3	−5.5	+13
Madison	40	45	−5	↓	0.3	0.3	---	
Marion	---	-----	-----	-----	------	------		
Miller	7,244	7,163	+81	+1.1	30.2	36.6	−6.4	
Mississippi	19,907	13,472	+6,435	+47.8	42.1	44.2	−2.1	
Monroe	13,205	12,526	+679	+5.4	61.1	62.9	−1.8	
Montgomery	198	304	−106	−34.9	1.8	2.4	−0.6	−107
Nevada	7,115	6,790	+325	+4.8	32.4	35.1	−2.7	
Newton	10	10	----	-----	0.1	0.1	---	
Ouachita	10,415	12,333	−1,918	−15.6	50.5	56.6	−6.1	
Perry	678	910	−232	−25.5	6.8	9.7	−3.1	
Phillips	32,929	26,354	+6,575	+24.9	73.9	78.6	−4.7	
Pike	872	918	−46	−5.0	7.0	7.3	−0.3	
Poinsett	4,076	2,121	+1,955	+92.2	19.6	16.6	−3.0	
Polk	9	46	−37	↓	0.1	0.3	−0.2	
Pope	1,751	1,867	−116	−6.2	6.4	7.6	−1.2	
Prairie	5,226	4,481	+745	+16.6	30.0	32.3	−2.3	−13
Pulaski	36,439	35,462	+977	+2.8	33.3	40.9	−7.6	+32
Randolph	294	515	−221	−42.9	1.7	2.7	−1.0	
St. Francis	19,971	15,508	+4,463	+28.8	70.4	68.8	+1.6	
Saline	451	1,833	−1,382	−75.4	2.7	11.0	−8.3	−32
Scott	10	22	−12	↓	0.1	0.2	−0.1	
Searcy	24	104	−80	−76.9	0.2	0.7	−0.5	
Sebastian	4,299	5,410	−1,111	−20.5	7.6	10.3	−2.7	

COUNTY							
Sevier	2,282	2,296	-14	-0.6	12.5	13.8	-1.3
Sharp	15	83	-68	✓	0.1	0.7	-0.6
Stone	15	94	-79	✓	0.2	1.1	-0.9
Union	12,355	13,747	-1,392	-10.1	41.6	44.7	-3.1
Van Buren	211	220	-9	-4.1	1.5	1.6	-0.1
Washington	508	614	-106	-17.3	1.4	1.8	-0.4
White	1,971	2,162	-191	-8.8	5.7	7.6	-1.9
Woodruff	11,434	11,705	-271	-2.3	53.1	58.4	-5.3
Yell	1,418	1,759	-341	-19.4	5.5	6.7	-1.2

DELAWARE

COUNTY	Negro population 1920	Negro population 1910	Increase (+) or decrease (−) Number	Increase (+) or decrease (−) Per cent	Per cent Negro of total population 1920	Per cent Negro of total population 1910	Difference	Increase (+) or decrease (−) in area since 1910
The state..	30,335	31,181	−846	−2.7	13.6	15.4	−1.8	- - -
Kent	6,753	7,561	−808	−10.7	21.8	23.1	−1.3	-
New Castle	16,325	15,682	+643	+4.1	11.0	12.7	−1.7	-
Sussex	7,257	7,938	−681	−8.6	16.6	17.1	−0.5	-

DISTRICT OF COLUMBIA

	Negro population				Per cent Negro of total population			Increase (+) or decrease (−) in area since 1910.
	1920	1910	Increase (+) or decrease (−) Number.	Percent.	1920	1910	Difference	
District of Columbia	109,966	94.446	+ 15,520,	+ 16.4,	25.1	28.5	− 3.4	—

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

FLORIDA

(8—3023 c)
Corrected to May 1, 1920.

COUNTY Number of counties, 54	Negro population. 1920	1910	Increase (+) or decrease (−) Number.	Percent.	Percent Negro of total population. 1920	1910	Difference	Increase (+) or decrease (−) in area since 1910.
The state	329,487	308,669	+ 20,818	+ 6.7	34.0	41.0	− 7.0	— —
Alachua	14,573	19,092	− 4,519	− 23.7	46.0	55.7	− 9.7	− 5
Baker	1,422	1,159	+ 263	+ 22.7	25.3	24.1	+ 1.2	+ 6
Bay	2,757	— — —	+ 2,757	New County	24.2	— — — —	+ 24.2	+ 781
Bradford	3,492	3,987	− 495	− 12.4	27.9	28.3	− 0.4	
Brevard	2,483	1,399	+ 1,084	+ 77.5	29.2	29.7	− 0.5	
Broward	1,572	— —	+ 1,572	New County	30.6	— — — —	+ 30.6	+ 1,212
Calhoun	2,408	2,140	+ 268	+ 12.5	27.4	28.7	− 1.3	− 103
Citrus	2,525	3,635	− 1,110	− 30.5	48.4	54.0	− 5.6	
Clay	2,072	2,453	− 381	− 15.5	36.9	40.1	− 3.2	− 2
Columbia	6,999	8,411	− 1,412	− 16.8	49.0	47.5	+ 1.5	
Dade	12,680	4,194	+ 8,486	+ 202.3	29.7	35.1	− 5.4	− 714
De Soto	4,347	2,351	+ 1,996	+ 84.9	17.1	16.6	+ 0.5	
Duval	47,989	37,270	+ 10,719	+ 28.8	42.3	49.6	− 7.3	− 4
Escambia	15,221	15,111	+ 110	+ 0.7	30.8	39.7	− 8.9	
Flagler	958	— — —	+ 958	New County	39.2	— — — —	+ 39.2	+ 491
Franklin	2,484	2,487	− 3	− 0.1	46.7	47.8	− 1.1	
Gadsden	14,812	14,965	− 153	− 1.0	62.9	67.4	− 4.5	
Hamilton	4,263	5,533	− 1,270	− 23.0	43.2	46.8	− 3.6	
Hernando	1,825	2,781	− 956	− 34.4	40.1	55.7	− 15.6	
Hillsborough	16,588	16,445	+ 143	+ 0.9	18.8	21.0	− 2.2	− 293
Holmes	1,034	1194	− 160	− 13.4	8.0	10.3	− 2.3	+ 15
Jackson	13,320	14,254	− 934	− 6.6	42.7	47.8	− 5.1	− 26
Jefferson	10,521	13,114	− 2,593	− 19.8	72.5	76.2	− 3.7	
Lafayette	1,113	1361	− 248	− 18.2	17.8	20.3	− 2.5	+ 19
Lake	3,817	3,627	+ 190	+ 5.2	30.0	38.1	− 8.1	
Lee	1,247	937	+ 310	+ 33.1	13.1	14.9	− 1.8	−
Leon	12,167	14,726	− 2,559	− 17.4	67.4	75.8	− 8.4	
Levy	3,960	4,727	− 767	− 16.2	39.9	45.6	− 5.7	+ 5
Liberty	2,242	2,111	+ 131	+ 6.2	44.8	44.9	− 0.1	
Madison	8,492	9,410	− 918	− 9.8	51.4	55.6	− 4.2	
Manatee	5,804	2,346	+ 3,458	+ 147.4	31.0	24.6	+ 6.4	
Marion	12,887	16,376	− 3,489	− 21.3	53.8	60.8	− 7.0	
Monroe	4,315	5,842	− 1,527	− 26.1	22.1	27.1	− 5.0	

Changes in area are all actual annexations or detachments of territory.

COUNTY								
Nassau	5,029	5,553	−524	−9.4	44.3	52.8	−8.5	
Okaloosa	1,840	---	+ 1,840	New county	19.7	-------	+19.7	+ 956
Okeechobee	211	---	+ 211	" "	9.9	-------	+9.9	+ 747
Orange	5,464	7,604	−2,140	−28.1	27.5	39.8	−12.3	− 321
Osceola	1,122	927	+ 195	+ 21.0	15.6	16.8	−1.2	− 417
Palm Beach	5,512	2,220	+ 3,292	+ 148.3	29.5	39.8	−10.3	− 510
Pasco	2,098	2,456	− 358	−14.6	23.8	32.7	− 8.9	
Pinellas	4,553	---	+ 4,553	New county	16.1	-------	+16.1	+ 293
Polk	9,359	7,419	+ 1,940	+ 26.1	24.2	30.7	−6.5	
Putnam	6,742	6,804	− 62	− 0.9	46.3	52.0	−5.7	
St. Johns	4,721	5,454	− 733	−13.4	36.1	41.3	−5.2	− 358
St. Lucie	1,895	865	+ 1,030	+ 119.1	24.0	21.2	+2.8	− 318
Santa Rosa	2,849	4,234	−1,385	− 32.7	20.8	28.4	− 7.6	− 521
Seminole	5,044	---	+ 5,044	New county	45.9	-------	+45.9	+ 321
Sumter	2,218	2,255	− 37	− 1.6	28.3	33.7	− 5.4	
Suwannee	7,947	7,813	+ 134	+ 1.7	40.2	42.0	−1.8	
Taylor	4,546	2,689	+ 1,857	+ 69.1	40.5	37.9	+2.6	− 19
Volusia	8,199	6,592	+ 1,607	+ 24.4	35.1	39.9	− 4.8	− 133
Wakulla	2,361	2,384	− 23	− 1.0	46.0	49.6	−3.6	
Walton	2,431	4,997	− 2,566	− 51.4	20.1	30.4	−10.3	− 287
Washington	2,957	4,965	− 2,008	− 40.4	25.0	30.3	− 5.3	− 815

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

GEORGIA

(8—3023 c)
Corrected to May 1, 1920.

COUNTY Number of counties, 155	Negro population 1920	Negro population 1910	Increase(+) or decrease(−) Number	Increase(+) or decrease(−) Per cent	Per cent Negro of total population 1920	Per cent Negro of total population 1910	Difference	Increase(+) or decrease(−) in area since 1910.
The State	1,206,[illegible]	1,176,987	+ 29,378	+ [illegible]	41.7	45.1	− 3.4	----
Appling	2.312	2,863	−551	−19.2	21.8	23.2	− 1.4	−150
Atkinson	2,479	-----	+ 2,479	−	32.4	------	+32.4	+330
Bacon	852	-----	+ 852	new −	13.2	------	+13.2	+271
Baker	5,614	5,718	−104	− 1.8	67.7	71.7	− 4.0	
Baldwin	11.019	11,005	+ 14	+ 0.1	55.7	60.0	−4.3	
Banks	2,548	2.321	+ 227	+ 9.8	21.6	20.6	+1.0	
Barrow	3.051	-----	+ 3.051	new −	23.1	------	+23.1	+168
Bartow	5,665	6.348	− 683	− 10.8	23.1	25.0	− 1.9	
Ben Hill	5,560	4.901	+ 659	+ 13.4	38.1	41.3	− 3.2	
Berrien	4.005	6.263	−2,258	−36.1	25.7	27.5	− 1.8	−235
Bibb	33.025	27,481	+ 5,544	+ 20.2	46.3	48.5	−2.2	
Bleckley	4,615	----	+ 4,615	new −	43.8	------	+43.8	+205
Brooks	14,247	14,086	+ 161	1.1	58.1	59.1	−1.0	
Bryan	2,920	3,337	−417	−12.5	46.0	49.8	− 3.8	
Bulloch	10,034	10,591	−557	−5.3	38.4	40.0	−1.6	−219
Burke	24,775	22,462	+ 2,313	+ 10.3	80.3	82.4	−2.1	
Butts	6,586	7,200	−614	−8.5	53.4	52.8	+ 0.6	
Calhoun	7.020	8,361	− 1.341	−16.0	68.7	73.8	− 5.1	
Camden	4,273	5,113	− 840	−16.4	61.3	66.5	− 5.2	
Campbell	4,153	3,616	+ 537	+ 14.9	35.5	33.3	+2.2	− 2
Candler	3,737	----	+ 3,737	new −	40.5	------	+40.5	+228
Carroll	7,265	6,383	+ 882	+ 13.8	20.9	20.7	+ 0.2	
Catoosa	341	476	−135	−28.4	5.1	6.6	− 1.5	
Charlton	948	1,189	− 241	−20.3	20.9	25.2	− 4.3	−24
Chatham	49,238	43,981	+ 5,257	+ 12.0	49.2	55.2	− 6.0	
Chattahoochee	1,968	3,864	− 1,986	−49.1	37.4	69.2	−31.8	
Chattooga	2,299	2,454	− 155	− 6.3	16.1	18.0	− 1.9	
Cherokee	890	1,168	−278	−23.8	4.8	7.0	−2.2	
Clarke	12,191	11,767	+ 424	+ 3.6	46.7	50.6	− 3.9	
Clay	5,074	6,569	− 1,495	−22.8	67.1	73.3	− 6.2	
Clayton	5,006	4,632	+ 374	+ 8.1	44.9	44.3	+ 0.6	
Clinch	2,957	3,378	−421	−12.5	37.0	40.1	− 3.1	− 61
Cobb	6,645	7,418	−773	−10.4	21.8	26.1	− 4.3	

Changes in area are all actual annexations or detachments of territory, except for Charlton, Coweta, Heard, Jefferson, and Wayne Counties.

COUNTY								
Coffee	5,902	7,734	−1,832	−23.7	31.6	35.2	−3.6	−269
Colquitt	8,457	4,617	+ 3,840	+ 83.2	28.8	23.3	+5.5	
Columbia	8,251	9,198	− 947	−10.3	70.4	74.6	−4.2	
Cook	3,276	-----	+ 3,276	new −	29.3	-----	+29.3	+241
Coweta	15,599	16,267	− 668	−4.1	53.7	56.5	−2.8	−27
Crawford	5,198	4,922	+ 276	+ 5.6	58.5	59.2	−0.7	
Crisp	9,849	8,616	+ 1,233	+ 14.3	52.1	52.5	−0.4	
Dade	230	291	− 61	−21.0	5.9	7.0	−1.1	
Dawson	-----	152	− 152	−	-----	3.2	−3.2	
Decatur	16,490	16,738	− 248	−1.5	51.9	57.6	−5.7	
Dekalb	9,900	8,362	+ 1,538	+ 18.4	22.5	30.0	−7.5	
Dodge	9,015	8,460	+ 555	+ 6.6	40.0	42.0	−2.0	
Dooly	12,279	12,728	− 449	−3.5	59.8	61.9	−2.1	
Dougherty	13,370	12,049	+ 1,321	+ 11.0	66.6	75.1	−8.5	
Douglas	2,951	2,171	+ 780	+ 35.9	28.2	24.2	+4.0	
Early	11,090	11,273	−183	−1.6	58.4	62.2	−3.8	
Echols	1,046	990	+ 56	+ 5.7	31.6	29.9	+1.7	
Effingham	4,010	4,278	−268	−6.3	40.2	42.9	−2.7	
Elbert	10,726	12,082	−1,356	−11.2	44.9	50.1	−5.2	
Emanuel	10,951	9,990	+ 961	9.6	42.3	39.7	+2.6	−46
Evans	2,412	-----	+2,412	new −	36.6	-----	+36.6	+287
Fannin	88	162	− 74	−45.7	0.7	1.3	−0.6	
Fayette	4,153	3,815	+ 338	+ 8.9	36.4	34.8	+1.6	
Floyd	9,240	10,482	−1,242	−11.8	23.2	28.5	−5.3	
Forsyth	30	1,098	−1,068	−97.3	0.3	9.2	−8.9	
Franklin	4,461	3,974	+ 487	+ 12.3	22.4	22.2	+0.2	
Fulton	70,200	57,985	+12,215	+ 21.1	30.2	32.6	−2.4	+ 2
Gilmer	38	71	− 33	✓	0.5	0.8	−0.3	
Glascock	1,201	1,507	− 306	−20.3	28.6	32.3	−3.7	
Glynn	9,850	9,774	+ 76	+ 7.8	50.9	62.2	−11.3	
Gordon	1,314	1,356	−42	−3.1	7.4	8.5	−1.1	
Grady	7,354	7,403	− 49	−0.7	36.2	40.1	−3.9	
Greene	11,200	11,636	− 436	−3.7	59.0	62.9	−3.9	

COUNTY								
Gwinnett	4,233	4,431	−198	−4.5	14.0	15.4	−1.4	−51.
Habersham	615	711	−96	−13.5	5.7	7.0	−1.3	
Hall	3,493	4,030	−537	−13.3	13.0	15.7	−2.7	
Hancock	13,221	14,268	−1,047	−7.3	72.0	74.4	−2.4	
Haralson	2,022	2,027	−5	−0.2	14.0	15.0	−1.0	
Harris	11,209	12,865	−1,656	−12.9	71.1	71.9	−0.8	
Hart	5,624	5,080	+544	+10.7	31.3	31.3	---	
Heard	3,370	3,756	−386	−10.3	30.3	33.6	−3.3	+27x
Henry	10,439	10,184	+255	+2.5	51.1	51.1	---	
Houston	14,508	17,388	−2,880	−16.6	66.1	73.6	−7.5	
Irwin	5,719	4,916	+803	+16.3	45.1	47.0	−1.9	
Jackson	6,982	8,613	−1,631	−18.9	28.3	28.5	−0.2	−78.
Jasper	11,618	11,484	+134	+1.2	71.0	69.4	+1.6	
Jeff Davis	1,615	1,593	+22	+1.4	22.1	26.3	−4.2	
Jefferson	13,148	12,979	+169	+1.3	58.2	60.7	−2.5	−74
Jenkins	8,719	7,296	+1,423	+19.5	60.9	63.3	−2.4	
Johnson	5,665	5,557	+108	+1.9	41.8	43.1	−1.3	
Jones	9,403	9,288	+115	+1.2	70.9	70.9	---	
Laurens	18,601	17,544	+1,057	+6.0	47.0	49.4	−2.4	
Lee	8,977	9,992	−1,015	−10.2	82.3	85.6	−3.3	
Liberty	7,593	8,355	−762	−9.1	59.8	64.6	−4.8	
Lincoln	5,152	5,175	−23	−0.4	52.9	59.4	−6.5	
Lowndes	13,535	12,955	+580	4.5	51.0	53.0	−2.0	−6.
Lumpkin	217	320	−103	−32.2	4.1	5.9	−1.8	
McDuffie	6,140	5,985	+155	+2.6	53.3	58.0	−4.7	
McIntosh	3,803	4,978	−1,175	−23.6	74.3	77.3	−3.0	
Macon	12,027	10,581	+1,446	+13.7	68.1	70.5	−2.4	
Madison	5,269	5,149	+120	+2.3	28.0	30.6	−2.6	
Marion	4,097	5,364	−1,267	−23.6	53.9	58.6	−4.7	
Meriwether	14,594	14,730	−136	−0.9	55.8	58.5	−2.7	
Miller	3,702	3,257	+445	+13.7	38.7	40.8	−2.1	
Milton	477	718	−241	−33.6	6.9	9.9	−3.0	
Mitchell	14,067	11,649	+2,418	+20.8	55.0	52.7	+2.3	

COUNTY								
Monroe	12,763	13,656	− 893	−6.5	63.4	66.8	− 3.4	
Montgomery	4,348	7,310	−2,962	−40.5	47.4	37.2	+ 10.2	− 401
Morgan	12,886	13,414	−528	−3.9	64.0	68.0	−4.0	
Murray	432	402	+ 30	+ 7.5	4.6	4.1	+ 0.5	
Muscogee	16,251	16,747	−496	− 3.0	36.8	46.2	− 9.4	
Newton	10,180	9,458	+ 722	+ 7.6	47.0	51.3	− 4.3	
Oconee	4,719	5,162	−443	−8.6	42.6	46.5	− 3.9	
Oglethorpe	11,497	11,338	+ 159	+ 1.4	56.7	60.7	− 4.0	
Paulding	1,607	1,588	+ 19	+ 1.2	11.5	11.2	+ 0.3	
Pickens	324	440	−116	− 26.1	3.9	4.9	− 1.0	
Pierce	2,700	2,742	− 42	− 1.5	22.6	25.5	− 2.9	− 88
Pike	10,794	10,159	+ 635	+ 6.3	50.9	52.1	− 1.2	
Polk	4,905	5,697	− 792	− 13.9	24.1	28.2	− 4.1	
Pulaski	7,164	13,504	− 6,340	− 46.9	61.8	59.1	+ 2.7	− 205
Putnam	10,421	10,178	+ 243	+ 2.4	68.8	73.3	− 4.5	
Quitman	2,430	3,588	− 1,158	−32.3	71.1	78.1	− 7.0	
Rabun	289	156	+ 133	+ 85.3	5.0	2.8	+ 2.2	
Randolph	11,009	12,986	−1,977	− 15.2	65.8	68.9	− 3.1	
Richmond	28,639	28,390	+ 249	+ 0.9	45.0	48.2	− 3.2	
Rockdale	3,534	3,592	−58	−1.6	37.1	40.3	−3.2	
Schley	3,099	3,291	−192	−5.8	59.1	63.1	− 4.0	
Screven	13,850	12,165	+ 1,685	+ 13.9	58.8	60.2	− 1.4	
Spalding	10,206	10,060	+ 146	+ 1.5	46.6	51.0	− 4.4	
Stephens	2,316	2,222	+ 94	+ 4.2	20.7	22.8	− 2.1	
Stewart	8,644	10,381	−1,737	−16.7	71.5	77.3	− 5.8	
Sumter	19,862	21,243	−1,381	− 6.5	67.0	73.0	− 6.0	
Talbot	7,995	8,230	− 235	− 2.9	71.7	70.4	+ 1.3	
Taliaferro	6,230	6,450	− 220	− 3.4	70.5	73.6	− 3.1	
Tattnall	3,550	5,841	− 2,291	− 39.2	24.5	31.5	− 7.0	− 176
Taylor	5,521	5,379	+ 142	+ 2.6	48.1	49.6	− 1.5	
Telfair	5,005	4,761	+ 244	+ 5.1	32.7	35.8	− 3.1	
Terrell	14,055	16,607	− 2,552	− 15.4	71.7	75.5	− 3.8	
Thomas	17,263	17,086	+ 177	+ 1.0	52.2	58.8	− 6.6	

COUNTY								
Tift	4.290	3.777	+ 513	+ 13.6	29.6	32.9	- 3.3	
Toombs	3.828	3.411	+ 417	+ 12.2	27.5	30.4	- 2.9	
Towns	-----	15	-15	✓	-----	0.4	- 0.4	
Treutlen	2.777	-----	+ 2.777	new →	36.2	-----	+36.2	+ 137
Troup	16.965	15,399	+ 1.566	+ 10.2	47.0	58.7	-11.7	
Turner	4.924	4.018	+ 906	+ 22.5	39.5	39.9	-0.4	
Twiggs	6.653	7.396	- 743	-10.0	63.9	68.9	- 5.0	
Union	46	64	- 18	✓	0.7	0.9	- 0.2	
Upson	7.257	6.998	+ 259	+ 3.7	49.1	54.9	- 5.8	
Walker	2,484	2,451	+ 33	+ 1.3	10.6	13.1	- 2.5	
Walton	9.715	10,070	-355	- 3.5	40.1	39.7	+ 0.4	- 39
Ware	12.313	8,914	+ 3.399	+ 38.1	43.4	38.8	+ 4.6	- 33
Warren	7.821	8,132	-311	-3.8	66.1	68.6	-2.5	
Washington	16.404	17.393	- 989	- 5.7	58.3	61.7	- 3.4	
Wayne	3,153	3,309	- 156	-4.7	21.9	25.3	- 3.4	+ 24
Webster	3,080	4.182	- 1.102	-26.4	57.7	68.0	-10.3	
Wheeler	3.562	----	+ 3,562	-	36.3	----	+36.3	+264
White	396	397	- 1	- 0.3	6.5	7.8	- 1.3	
Whitfield	1.345	1.719	- 374	-21.8	8.0	10.8	- 2.8	
Wilcox	7,302	5.505	+ 1.797	+ 32.6	47.1	40.8	+ 6.3	
Wilkes	16,093	16,598	-505	- 3.0	66.5	70.8	- 4.3	
Wilkinson	5.624	5,155	+ 469	+ 9.1	49.4	51.2	- 1.8	
Worth	12.548	9.517	+ 3.031	+ 31.8	52.6	49.7	+ 2.9	

✓ Per cent not shown where base is less than 100.

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

KENTUCKY

8—3023a
Corrected to Aug. 10, 1914.

COUNTY	Negro population 1920	Negro population 1910	Increase(+) or decrease(−) Number	Increase(+) or decrease(−) Percent	Per cent Negro of total population 1920	Per cent Negro of total population 1910	Increase(+) or decrease(−) in area since 1910
The state	235,938	261,656	−25,718	−9.8	9.8	11.4	−1.6	----
Adair	1,170	1,475	−305	−20.7	6.8	8.9	−2.1	
Allen	798	910	−112	−12.3	4.8	6.1	−1.3	
Anderson	612	734	−122	−16.6	6.1	7.2	−1.1	
Ballard	1,386	1,585	−199	−12.6	11.5	12.5	−1.0	
Barren	3,302	3,590	−288	−8.0	13.0	14.2	−1.2	
Bath	1,008	1,336	−328	−24.6	8.4	9.6	−1.2	
Bell	2,445	2,920	−475	−16.3	7.2	10.3	−3.1	
Boone	477	478	−1	−0.2	5.0	5.1	−0.1	
Bourbon	4,898	5,642	−744	−13.2	26.6	32.3	−5.7	
Boyd	730	822	−92	−11.2	2.5	3.5	−1.0	
Boyle	3,190	4,153	−963	−23.2	21.3	28.3	−7.0	
Bracken	313	339	−26	−7.7	3.1	3.3	−0.2	
Breathitt	185	260	−75	−28.8	0.9	1.5	−0.6	
Breckinridge	1,029	1,581	−552	−34.9	5.2	7.5	−2.3	
Bullitt	442	679	−237	−34.9	4.7	7.2	−2.5	
Butler	475	561	−86	−15.3	3.1	3.5	−0.4	
Caldwell	1,908	2,520	−612	−24.3	13.7	17.9	−4.2	
Calloway	1,028	1,069	−41	−3.8	4.9	5.4	−0.5	
Campbell	934	735	199	27.1	1.5	1.2	+0.3	
Carlisle	311	393	−82	−20.9	3.8	4.3	−0.5	
Carroll	401	530	−129	−24.3	4.8	6.5	−1.7	
Carter	59	110	−51	−46.4	0.3	0.5	−0.2	
Casey	168	278	−110	−39.6	1.0	1.8	−0.8	
Christian	12,911	15,956	−3,045	−19.1	36.0	41.1	−5.1	
Clark	3,691	4,462	−771	−17.3	20.6	24.8	−4.2	
Clay	449	494	−45	−9.1	2.3	2.8	−0.5	
Clinton	65	94	−29	✓	0.8	1.2	−0.4	
Crittenden	470	588	−118	−20.1	3.6	4.4	−0.8	
Cumberland	915	1,024	−109	−10.6	8.6	10.4	−1.8	
Daviess	4,533	5,195	−662	−12.7	11.1	12.7	−1.6	
Edmonson	360	439	−79	−18.0	3.3	4.2	−0.9	
Elliott	13	1	+12	✓	0.1	✓	+0.1	
Estill	204	106	+98	+92.5	1.3	0.9	+0.4	
Fayette	15,613	14,879	+734	+4.9	28.6	31.2	−2.6	

Changes in area are all actual annexations or detachments of territory.

COUNTY						
Fleming	981	1,027	-46	-4.5	6.3	6.4 -0.1
Floyd	428	99	329	✓	1.6	0.5 +1.1
Franklin	2,861	3,746	-885	-23.6	14.8	17.7 -2.9
Fulton	3,220	3,356	-136	-4.1	21.2	23.8 -2.6
Gallatin	241	274	-33	-12.0	5.2	5.8 -0.6
Garrard	1,914	2,284	-370	-16.2	15.3	19.2 -3.9
Grant	242	292	-50	-17.1	2.3	2.8 -0.5
Graves	2,600	2,899	-299	-10.3	8.0	8.6 -0.6
Grayson	244	333	-89	-26.7	1.2	1.7 -0.5
Green	1,088	1,343	-255	-19.0	9.6	11.3 -1.7
Greenup	206	257	-51	-19.8	1.0	1.4 -0.4
Hancock	368	566	-198	-35.0	5.3	6.6 -1.3
Hardin	1,566	1,826	-260	-14.2	6.4	8.0 -1.6
Harlan	2,901	564	+ 2,337	+ 414.4	9.2	5.3 +3.9
Harrison	1,234	1,750	-516	-29.5	7.8	10.4 -2.6
Hart	1,706	1,991	-285	-14.3	9.2	11.0 -1.8
Henderson	5,693	6,818	-1,125	-16.5	20.6	23.2 -2.6
Henry	1,488	1,792	-304	-17.0	11.1	13.1 -2.0
Hickman	1,248	1,766	-518	-29.3	12.2	15.0 -2.8
Hopkins	6,037	6,573	-536	-8.2	17.7	19.2 -1.5
Jackson	4	22	-18	✓	✓	0.2 -0.2
Jefferson	44,448	45,794	-1,346	-2.9	15.5	17.4 -1.9
Jessamine	2,276	2,962	-686	-23.2	18.6	23.5 -4.9
Johnson	67	47	+ 20	✓	0.3	0.3 - -
Kenton	3,325	3,228	+ 97	+ 3.0	4.5	4.6 -0.1
Knott	153	157	-4	-2.5	1.3	1.5 -0.2
Knox	677	1,059	-382	-36.1	2.8	4.8 -2.0
Larue	652	785	-133	-16.9	6.5	7.3 -0.8
Laurel	333	657	-324	-49.3	1.7	3.3 -1.6
Lawrence	156	163	-7	-4.3	0.9	0.8 +0.1
Lee	235	234	+ 1	+ 0.4	2.0	2.5 -0.5
Leslie	98	132	-34	-25.8	1.0	1.5 -0.5
Letcher	1,900	17	+ 1,883	✓	7.8	0.2 +7.6
Lewis	88	141	-53	-37.6	0.6	0.8 -0.2

COUNTY							
Lincoln	2,191	2,955	-764	-25.9	13.3	16.5	-3.2
Livingston	507	670	-163	-24.3	5.2	6.3	-1.1
Logan	4,304	5,349	-1,045	-19.5	18.2	21.4	-3.2
Lyon	1,184	1,799	-615	-34.2	13.5	19.1	-5.6
McCracken	7,006	7,934	-928	-11.7	18.8	22.6	-3.8
McCreary	28	----	+ 28	New county	0.2	----	+0.2
McLean	602	750	-148	-19.7	4.8	5.7	-0.9
Madison	4,910	5,698	-788	-13.8	18.7	21.1	-2.4
Magoffin	51	54	- 3	✓	0.4	0.4	----
Marion	1,701	2,266	-565	-24.9	11.0	13.9	-2.9
Marshall	64	135	-71	-52.6	0.4	0.9	-0.5
Martin	1	4	+ 3	✓	✓	0.1	-0.1
Mason	2,550	2,868	-318	-11.1	14.4	15.4	-1.0
Meade	570	655	-85	-13.0	6.0	6.7	-0.7
Menifee	50	40	+ 10	✓	0.9	0.7	+0.2
Mercer	1,830	2,171	-341	-15.7	12.4	15.4	-3.0
Metcalfe	654	794	-140	-17.6	6.5	7.6	-1.1
Monroe	597	705	-108	-15.3	4.2	5.2	-1.0
Montgomery	2,517	3,192	-675	-21.1	20.6	24.8	-4.2
Morgan	11	34	-23	✓	0.1	0.2	-0.1
Muhlenberg	2,758	2,911	-153	-5.3	8.3	10.2	-1.9
Nelson	2,069	2,935	-866	-29.5	12.8	17.4	-4.6
Nicholas	709	896	-187	-20.9	7.2	8.5	-1.3
Ohio	885	1,288	-403	-31.3	3.3	4.7	-1.4
Oldham	1,024	1,078	-54	-5.0	13.3	14.9	-1.6
Owen	811	943	-132	-14.0	6.5	6.6	-0.1
Owsley	56	75	-19	✓	0.7	0.9	-0.2
Pendleton	164	261	-97	-37.2	1.4	2.2	-0.8
Perry	1,687	214	+ 1,473	+ 688.3	6.5	1.9	+4.6
Pike	2,039	332	+ 1,707	+ 514.2	4.1	1.0	+3.1
Powell	111	337	-226	-67.1	1.6	5.4	-3.8
Pulaski	976	1,187	-211	-17.8	2.9	3.3	-0.4
Robertson	52	70	-18	✓	1.3	1.7	-0.4
Rockcastle	70	125	-55	-44.0	0.5	0.9	-0.4

+406

-151

COUNTY							
Rowan	22	59	−37	✓	0.2	0.6	−0.4	
Russell	225	207	+ 18	+ 8.7	1.9	1.9	---	
Scott	3,059	4,044	−985	−24.4	20.0	23.8	−3.8	
Shelby	3,266	3,991	−725	−18.2	17.6	22.1	−4.5	
Simpson	1,909	2,165	−256	−11.8	17.1	18.9	−1.8	
Spencer	673	758	−85	−11.2	8.6	10.0	−1.4	
Taylor	1,292	1,429	−137	−9.6	10.6	11.9	−1.3	
Todd	4,480	5,343	−863	−16.2	28.5	32.4	−3.9	
Trigg	2,947	3,322	−355	−10.7	20.7	22.8	−2.1	
Trimble	75	142	−67	−47.2	1.2	2.2	−1.0	
Union	2,193	2,414	−221	−9.2	12.2	12.1	+0.1	
Warren	4,956	6,113	−1,157	−18.9	16.1	20.0	−3.9	
Washington	1,717	1,779	−62	−3.5	11.6	12.8	−1.2	
Wayne	641	739	−98	−13.3	4.0	4.2	−0.2	−112
Webster	2,922	2,643	+ 279	+ 10.6	14.1	12.6	+1.5	
Whitley	600	1,111	−511	−46.0	2.2	3.5	−1.3	−143
Wolfe	18	56	−38	✓	0.2	0.6	−0.4	
Woodford	3,033	3,724	−691	−18.6	25.7	29.6	−3.9	

✓ Per cent not shown where base is less than 100.
² Less than one-tenth of 1 per cent.

LOUISIANA

8—3023a
Corrected to Aug. 10, 1914.

PARISH	Negro population. 1920	1910	Increase(+) or decrease(−) Number.	Percent.	Per cent Negro of total population. 1920	1910	Difference	Increase(+) or decrease(−) in area since 1910.
The state.	700,257	713,8[illegible]	−13[illegible]	−1.7	38.9	4[illegible]	−4.2	----
Acadia	7.526	6.546	+ 980	+ 15.0	21.6	20.6	+ 1.0	
Allen	6.352	----	+ 6.352	New county	34.6	----	+34.6	+ 663
Ascension	9.490	11.255	−1.765	−15.7	42.8	47.1	− 4.3	
Assumption	7.487	10.105	−2.618	−25.9	41.8	41.9	− 0.1	
Avoyelles	10.353	12.039	−1.686	−14.0	29.3	35.3	− 6.0	
Beauregard	6.105	----	+ 6.105	New county	29.4	----	+29.4	+ 1.172
Bienville	8.619	9.464	− 845	−8.9	41.1	43.5	− 2.4	
Bossier	15.730	16.735	−1.005	−6.0	70.6	77.0	− 6.4	
Caddo	37.801	36.142	+ 1.659	+ 4.6	45.4	62.1	−16.7	
Calcasieu	8.736	16.562	−7.826	−47.3	26.6	26.4	+ 0.2	− 2,564
Caldwell	2.983	3.465	− 482	−13.9	31.4	40.3	− 8.9	
Cameron	585	538	+ 47	+ 8.7	14.8	12.5	+ 2.3	
Catahoula	5.122	5.195	− 73	− 1.4	46.3	49.9	− 3.6	
Claiborne	14.798	14.938	− 140	− 0.9	53.1	59.6	− 6.5	
Concordia	9.823	11.941	−2.118	−17.7	78.8	83.6	− 4.8	
De Soto	17.914	17.932	− 18	− 0.1	61.0	64.8	− 3.8	
East Baton Rouge	23.098	21.342	+ 1.756	+ 8.2	51.9	61.7	− 9.8	
East Carroll	9.701	10.390	− 689	− 6.6	86.4	89.3	− 2.9	
East Feliciana	12,004	14.536	−2.532	−17.4	68.6	72.5	− 3.9	
Evangeline	5.681	----	+ 5,681	New county	24.2	----	+24.2	+ 964
Franklin	10.720	5.264	+ 5.456	+103.6	44.5	43.9	+ 0.6	
Grant	4.045	4.869	− 824	−16.9	28.1	30.5	− 2.4	
Iberia	10.898	14.474	−3.576	−24.7	40.6	46.3	− 5.7	
Iberville	15.372	19.145	−3.773	−19.7	57.3	61.8	− 4.5	
Jackson	4.006	3.996	+ 10	+ 0.3	27.7	28.9	− 1.2	
Jefferson	5.880	6.785	− 905	−13.3	27.3	37.2	− 9.9	+ 4
Jefferson Davis	4.837	----	+ 4.837	New county	25.5	----	+25.5	+ 729
La Salle	1.525	1.953	− 428	−21.9	15.5	20.8	− 5.3	
Lafayette	10.811	10.734	+ 77	+ 0.7	35.1	37.4	− 2.3	
Lafourche	5.888	7.973	−2.085	−26.2	19.4	24.1	− 4.7	+ 3
Lincoln	6.310	7.289	− 979	−13.4	37.2	39.4	− 2.2	
Livingston	1.667	1.377	+ 290	+ 21.1	14.3	13.0	+ 1.3	
Madison	9.060	9.455	− 395	−14.2	83.7	88.6	− 4.9	
Morehouse	13.140	13.971	− 831	− 5.9	68.0	74.4	− 6.4	

Changes in area are all due to actual annexations or detachments of territory, except for Jefferson, Lafourche, Orleans, Plaquemines, St. Bernard, and Terrebonne Parishes.

LOUISIANA—Con.

PARISH								
Natchitoches	20,697	20,334	+363	+ 1.8	53.6	55.8	- 2.2	
Orleans	100,930	89,262	11,668	+ 13.1	26.1	26.3	-0.2	- 22
Ouachita	13,897	14,153	-256	-1.8	45.8	54.8	-9.0	
Plaquemines	5,393	6,847	-1,454	-21.2	52.9	54.7	- 1.8	+ 6
Pointe Coupee	14,981	17,147	-2,166	-12.6	60.7	67.8	- 7.1	
Rapides	24,992	21,445	+3,547	16.5	42.0	48.1	- 6.1	
Red River	7,589	6,212	+1,377	+22.2	49.6	54.5	- 4.9	
Richland	11,996	10,463	+1,533	+14.7	57.5	66.4	- 8.9	
Sabine	4,364	4,164	+ 200	+ 4.8	21.1	21.0	+ 0.1	
St. Bernard	1,597	1,933	-336	-17.4	32.1	36.6	- 4.5	+ 5
St. Charles	4,347	6,720	-2,373	-35.3	50.6	60.0	- 9.4	
St. Helena	4,229	4,573	-344	- 7.5	50.2	49.9	+ 0.3	
St. James	11,602	13,164	-1,562	-11.9	54.7	57.2	- 2.5	
St. John the Baptist	6,415	8,126	-1,711	-21.1	53.9	56.7	- 2.8	
St. Landry	26,507	31,234	-4,727	-15.1	51.3	46.9	+ 4.4	- 964
St. Martin	7,902	9,836	-1,934	-19.7	35.9	42.6	- 6.7	
St. Mary	15,174	21,266	-6,092	-28.6	49.3	54.0	- 4.7	
St. Tammany	7,648	6,731	+ 917	+ 13.6	37.0	35.6	+ 1.4	
Tangipahoa	8,892	9,135	-243	- 2.7	28.3	31.3	- 3.0	
Tensas	10,314	15,613	-5,299	-33.9	85.3	91.5	- 6.2	
Terrebonne	8,742	11,194	-2,452	-21.9	32.4	39.5	- 7.1	+ 4
Union	6,114	7,448	-1,334	-17.9	31.2	36.4	- 5.2	
Vermilion	4,560	4,500	+ 60	+ 1.3	17.2	17.1	+ 0.1	
Vernon	5,103	3,716	+1,387	+37.3	24.9	21.4	+ 3.5	
Washington	7,391	5,458	+1,933	+35.4	30.6	28.9	+ 1.7	
Webster	11,387	9,900	+1,487	+15.0	46.1	51.6	- 5.5	
West Baton Rouge	7,485	9,223	-1,738	-18.8	67.5	73.0	- 5.5	
West Carroll	2,370	2,724	-354	-13.0	26.8	43.6	- 16.8	
West Feliciana	10,187	11,012	-825	- 7.5	82.8	81.9	+ 0.9	
Winn	3,385	3,931	-546	-13.9	21.0	21.4	- 0.4	

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

MARYLAND

(8—3023 c)
Corrected to May 1, 1920.

COUNTY Number of counties, 24	Negro population.				Per cent Negro of total population			Increase(+) or decrease(-) in area since 1910.
	1920	1910	Increase(+) or decrease(-) Number.	Per cent.	1920	1910	Difference.	
The state.	244,479	232,250	+ 12,229	+ 5.2	16.9	17.9	-1.0	- - - -
Allegany	1.825	1,517	+ 308	+ 20.3	2.6	2.4	+ 0.2	
Anne Arundel	13,411	14.136	- 725	- 5.1	30.9	35.7	- 4.8	- 6.
Baltimore	9.099	12.601	- 3,502	- 27.8	12.2	10.3	+ 1.9	- 43.
Baltimore city	108,322	84.749	23.573	27.8	14.8	15.2	- 0.4	+ 49.
Calvert	4.789	5.046	- 257	- 5.1	49.1	48.9	+ 0.2	
Caroline	4.445	4.787	- 342	- 7.1	23.8	24.9	- 1.1	
Carroll	1,734	2.006	- 272	- 13.6	5.1	5.9	- 0.8	
Cecil	2.908	3,315	- 407	- 12.3	12.3	14.0	- 1.7	
Charles	8,210	8.572	- 362	- 4.2	46.4	52.3	- 5.9	
Dorchester	8,719	9.421	- 702	- 7.5	31.3	32.9	- 1.6	
Frederick	4,764	5.399	- 635	- 11.8	9.1	10.3	- 1.2	
Garrett	45	107	- 62	- 57.9	0.2	0.5	- 0.3	
Harford	4,604	5,116	- 512	- 10.0	15.7	18.3	- 2.6	
Howard	3.502	3,772	- 270	- 7.2	22.1	23.4	- 1.3	
Kent	5,246	6,162	- 916	- 14.9	34.9	36.3	- 1.4	
Montgomery	8,282	9,235	- 953	- 10.3	23.7	28.8	- 5.1	
Prince Georges	12,056	11,493	+ 563	+ 4.9	27.8	31.8	- 4.0	
Queen Annes	5,154	5.814	- 660	- 11.4	32.2	34.5	- 2.3	
St. Marys	6,437	7.304	- 867	- 11.9	40.0	42.9	- 2.9	
Somerset	8.889	9.476	- 587	- 6.2	36.1	35.8	+ 0.3	
Talbot	6,165	6.774	- 609	- 9.0	33.7	34.5	- 0.8	
Washington	2,242	2,113	+ 129	+ 6.1	3.8	4.3	- 0.5	
Wicomico	6,407	6.310	+ 97	+ 1.5	22.7	23.5	- 0.8	
Worcester	7.224	7,025	+ 199	+ 2.8	32.4	32.2	+ 0.2	

Changes in area are all actual annexations or detachments of territory.

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

NORTH CAROLINA

8—3023a
Corrected to Aug. 10, 1914.

COUNTY	Negro population. 1920	1910	Increase (+) or decrease (−) Number.	Percent.	Per cent Negro of total population. 1920	1910	Difference	Increase (+) or decrease (−) in area since 1910.
The state	763,407	697,843	+ [illegible]	+ 9.4	29.8	31.6	− 1.8	----
Alamance	7,499	7,173	+ 326	+ 4.5	22.9	25.0	−2.1	
Alexander	875	910	−35	−3.8	7.2	7.9	−0.7	
Alleghany	333	340	−7	−2.1	4.5	4.4	+0.1	
Anson	14,862	13,326	+ 1,536	+ 11.5	52.5	52.3	+0.2	
Ashe	502	550	−48	−8.7	2.4	2.9	−0.5	
Avery 1911	243	----	+ 243	New county	2.4	----	+2.4	+238
Beaufort	12,093	12,941	−848	−6.6	39.0	41.9	−2.9	
Bertie	13,639	13,503	+ 136	+ 1.0	56.8	58.6	−1.8	
Bladen	8,110	8,392	−282	−3.4	41.0	46.6	−5.6	−28 x
Brunswick	5,373	5,406	−33	−0.6	36.1	37.5	−1.4	
Buncombe	9,618	7,982	+ 1,636	+ 20.5	15.0	16.0	−1.0	
Burke	2,660	2,570	+ 90	+ 3.5	11.4	12.0	−0.6	
Cabarrus	6,347	6,095	+ 252	+ 4.1	18.8	23.2	−4.4	
Caldwell	1,969	2,416	−447	−18.5	9.9	11.7	−1.8	−41
Camden	2,125	2,213	−88	−4.0	39.5	39.2	+0.3	
Carteret	2,385	2,292	+ 93	+ 4.1	15.5	16.6	−1.1	
Caswell	7,850	7,651	+ 199	+ 2.6	49.8	51.5	−1.7	
Catawba	3,574	3,471	+ 103	+ 3.0	10.6	12.4	−1.8	
Chatham	7,818	7,668	+ 150	+ 2.0	32.8	33.9	−1.1	
Cherokee	324	503	−179	−35.6	2.1	3.6	−1.5	
Chowan	5,297	6,159	−862	−14.0	49.7	54.5	−4.8	
Clay	129	158	−29	−18.4	2.8	4.0	−1.2	
Cleveland	6,024	5,779	+ 245	+ 4.2	17.6	19.6	−2.0	+ 8
Columbus	9,603	8,955	+ 648	+ 7.2	31.9	32.0	−0.1	
Craven	15,198	14,310	+ 888	+ 6.2	52.3	55.9	−3.6	
Cumberland	13,961	15,353	−1,392	−9.1	39.8	43.5	−3.7	−343
Currituck	2,638	2,598	+ 40	+ 1.5	36.3	33.8	+2.5	
Dare	399	495	−96	−19.4	7.8	10.2	−2.4	
Davidson	3,593	3,744	−151	−4.0	10.2	12.7	−2.5	
Davie	2,039	2,350	−311	−13.2	15.0	17.5	−2.5	
Duplin	11,116	9,281	+ 1,835	+ 19.8	36.8	36.5	+0.3	+ 7x
Durham	13,168	12,383	+ 785	+ 6.3	31.2	35.1	−3.9	+21
Edgecombe	22,343	19,453	+ 2,890	+ 14.9	58.8	60.8	−2.0	
Forsyth	26,121	14,027	+ 12,094	+ 86.2	33.8	29.6	+4.2	

Changes in area are due to actual annexations or detachments of territory, except for Bladen, Duplin, Johnston, Lenoir, Sampson, Wayne, and Wilson Counties.

COUNTY										
Franklin	11,856	11.564	+	292	+	2.5	44.5	46.8	- 2.3	
Gaston	9.226	8.502	+	724	+	8.5	18.0	22.9	- 4.9	- 8.
Gates	5.082	4.693	+	389	+	8.3	48.2	44.9	+ 3.3	
Graham	5	----	+	5		-	0.1	----	+ 0.1	
Granville	12,722	12,239	+	483	+	3.9	47.4	48.8	- 1.4	
Greene	8,186	6.096	+	2.090	+	34.3	50.5	46.6	+ 3.9	
Guilford	17.359	15.379	+	1.980	+	12.9	21.9	25.4	- 3.5	
Halifax	25,893	24.328	+	1.565	+	6.4	59.2	64.6	- 5.4	
Harnett	7.801	6.442	+	1.359	+	21.1	27.6	29.1	- 1.5	- 7.
Haywood	711	567	+	144	+	25.4	3.0	2.7	+ 0.3	
Henderson	1.821	1.815	+	6	+	0.3	10.0	11.2	- 1.2	
Hertford	9.954	9.098	+	856	+	9.4	61.1	58.9	+ 2.2	
Hoke	6,485	----	+	6,485	New county		55.3	----	+ 55.3	+ 417.
Hyde	3,266	3,701		-435		-11.8	38.9	41.9	- 3.0	
Iredell	7.369	7.456		-87		-1.2	19.4	21.7	- 2.3	
Jackson	522	603		-81		-13.4	3.9	4.6	- 0.7	
Johnston	11.502	10.169	+	1.333	+	13.1	23.5	24.6	- 1.1	+ 113 x
Jones	4.455	4.096	+	359	+	8.8	44.9	47.0	- 2.1	
Lee	3.886	3.526	+	360	+	10.2	29.0	31.0	- 2.0	
Lenoir	13.061	10.225	+	2.836	+	27.7	44.2	44.9	- 0.7	- 7 x
Lincoln	2,231	2.797		-566		-20.2	12.5	16.3	- 3.8	
McDowell	1.974	2,080		-106		-5.1	11.8	15.4	- 3.6	
Macon	465	576		-111		-19.3	3.6	4.7	- 1.1	
Madison	334	432		-98		-22.7	1.7	2.1	- 0.4	
Martin	9.764	8,838	+	926	+	10.5	46.9	49.7	- 2.8	
Mecklenburg	26.657	25,481	+	1.176	+	4.6	33.0	38.0	- 5.0	
Mitchell	56	343		-287		-83.7	0.5	2.0	- 1.5	- 158.
Montgomery	3,285	3.660		-375	+	-10.2	22.5	24.5	- 2.0	
Moore	6.382	5,637	+	745	+	13.2	29.8	33.1	- 3.3	
Nash	17.413	14.104	+	3.309	+	23.5	42.4	41.8	+ 0.6	
New Hanover	16,482	15,302	+	1,180	+	7.7	40.6	47.8	- 7.2	
Northampton	13.825	13.062	+	763	+	5.8	59.6	58.5	+ 1.1	
Onslow	4,439	4.238	+	201	+	4.6	30.2	30.0	+ 0.2	
Orange	5,635	4.926	+	709	+	14.4	31.5	32.7	- 1.2	

NORTH CAROLINA—Con.

COUNTY								
Pamlico	3,214	3,773	−559	−14.8	35.5	37.9	−2.4	
Pasquotank	7,838	8,357	−519	−6.2	44.4	50.1	−5.7	
Pender	7,318	7,620	−302	−4.0	49.5	49.3	+0.2	
Perquimans	5,465	5,589	−124	−2.2	49.1	50.6	−1.5	
Person	7,997	7,474	+ 523	+ 7.0	42.1	43.1	−1.0	
Pitt	23,025	18,106	+ 4,919	+ 27.2	50.5	49.8	+0.7	
Polk	1,497	1,094	+ 403	+ 36.8	16.9	14.3	+2.6	
Randolph	3,554	3,421	+ 133	+ 3.9	11.5	11.6	−0.1	
Richmond	10,545	9,225	+ 1,320	+ 14.3	41.2	46.9	−5.7	
Robeson	20,307	22,518	−2,211	−9.8	37.1	43.3	−6.2	−61
Rockingham	10,656	10,474	+ 182	+ 1.7	24.1	28.7	−4.6	
Rowan	9,233	9,074	+ 159	+ 1.8	21.0	24.2	−3.2	
Rutherford	4,451	4,288	+ 163	+ 3.8	14.2	15.1	−0.9	
Sampson	12,144	10,043	+ 2,101	+ 20.9	33.7	33.5	+0.2	−36
Scotland	9,210	8,473	+ 737	+ 8.7	59.0	55.2	+3.8	
Stanly	3,543	2,132	+ 1,411	+ 66.2	12.9	10.7	+2.2	
Stokes	2,278	2,569	−291	−11.3	11.1	12.7	−1.6	
Surry	2,381	2,632	−251	−9.5	7.3	8.9	−1.6	
Swain	115	185	−70	−37.8	0.9	1.8	−0.9	
Transylvania	631	638	−7	−1.1	6.8	8.9	−2.1	
Tyrrell	1,476	1,642	−166	−10.1	30.4	31.5	−1.1	
Union	8,669	9,337	−668	−7.2	24.1	28.1	−4.0	
Vance	10,171	10,004	+ 167	+ 1.7	44.6	51.5	−6.9	
Wake	29,210	25,870	+ 3,340	+ 12.9	38.9	40.9	−2.0	−21
Warren	13,821	13,207	+ 614	+ 4.6	64.0	65.2	−1.2	
Washington	5,570	5,503	67	1.2	48.7	49.7	−1.0	
Watauga	204	246	−42	−17.1	1.5	1.8	−0.3	−39
Wayne	18,995	15,579	+ 3,416	+ 21.9	43.5	43.6	−0.1	−44 x
Wilkes	2,322	2,591	−269	−10.4	7.1	8.6	−1.5	
Wilson	16,261	12,350	+ 3,911	+ 31.7	44.2	43.7	+0.5	−11 x
Yadkin	1,102	1,174	−72	−6.1	6.7	7.6	−0.9	
Yancey	272	233	+ 39	+ 16.7	1.8	1.9	−0.1	

SOUTH CAROLINA

8—3023 b
Corrected to Sept. 1, 1917

COUNTY	Negro population				Per cent Negro of total population			Increase (+) or decrease (−) in area since 1910
	1920	1910	Increase (+) or decrease (−) Number.	Per cent.	1920	1910	Difference	
The state	864,719	835,843	+ 28,876	+ 3.5	51.4	55.2	− 3.8	---
Abbeville	15,436	22,522	−7,086	− 31.5	56.9	64.7	− 7.8	− 168
Aiken	23,988	22,850	+ 1,138	+ 5.0	52.6	54.6	− 2.0	
Allendale	12,497	------	+12,497	New county	77.6	----	+77.6	+ 435
Anderson	26,312	26,335	− 23	− 0.1	34.5	37.9	− 3.4	
Bamberg	14,355	12,874	+ 1,481	+ 11.5	68.5	69.4	− 0.9	+ 4
Barnwell	15,583	24,647	−9,064	− 36.8	67.5	72.0	− 4.5	− 368
Beaufort	17,454	26,376	− 8,922	− 33.8	78.4	86.9	− 8.5	−218
Berkeley	16,349	18,231	−1,882	− 10.3	72.5	77.6	− 5.1	
Calhoun	12,604	12,739	− 135	− 1.1	68.6	76.6	− 8.0	
Charleston	64,236	56,033	+ 8,203	+ 14.6	59.2	63.2	− 4.0	+203
Cherokee	8,595	8,510	+ 85	+ 1.0	31.2	32.5	− 1.3	
Chester	19,338	19,140	+ 198	+ 1.0	57.9	65.0	− 7.1	
Chesterfield	12,633	10,557	+ 2,076	+ 19.7	39.5	40.1	− 0.6	
Clarendon	25,106	23,393	+ 1,713	+ 7.3	72.0	72.7	− 0.7	− 13
Colleton	17,366	22,296	−4,930	− 22.1	58.1	63.0	− 4.9	−207
Darlington	22,196	21,283	+ 913	+ 4.3	56.7	59.1	− 2.4	
Dillon	12,936	11,539	+ 1,397	+ 12.1	51.2	51.0	+ 0.2	
Dorchester	11,439	10,982	+ 457	+ 4.2	58.8	61.4	− 2.6	
Edgefield	16,642	20,114	−3,472	− 17.3	69.6	71.1	− 1.5	− 176
Fairfield	20,672	22,377	−1,705	− 7.6	76.1	76.0	+ 0.1	− 86
Florence	24,924	20,340	4,584	22.5	49.4	57.0	− 7.6	+ 92
Georgetown	14,461	16,110	−1,649	− 10.2	66.6	72.3	− 5.7	
Greenville	23,461	20,861	+ 2,600	+ 12.5	26.5	30.5	− 4.0	
Greenwood	18,912	21,302	−2,390	− 11.2	52.8	62.2	− 9.4	− 35
Hampton	11,847	16,120	−4,273	− 26.5	60.6	64.2	− 3.6	− 445
Horry	7,698	6,668	+ 1,030	+ 15.4	24.0	24.7	− 0.7	
Jasper 1912	7,112	-----	+ 7,112	New county	72.1	----	+72.1	+596
Kershaw	17,065	16,444	+ 621	+ 3.8	58.0	60.7	− 2.7	
Lancaster	13,063	13,115	− 52	− 0.4	45.6	49.2	− 3.6	
Laurens	22,105	22,753	− 648	− 2.8	51.9	54.8	− 2.9	
Lee	18,050	17,251	+ 799	+ 4.6	67.3	68.1	− 0.8	
Lexington	11,728	11,638	+ 90	+ 0.8	32.9	36.3	− 3.4	− 54
McCormick 1917	11,268	-----	+11,268	New county	68.5	----	+68.5	+379
Marion	13,147	11,208	+ 1,939	+ 17.3	55.4	54.4	+ 1.0	
Marlboro	19,661	18,928	+ 733	+ 3.9	59.3	60.7	− 1.4	
Newberry	20,641	22,040	−1,399	− 6.3	58.1	63.7	− 5.6	

COUNTY							
Oconee	6,398	6,848	− 450	− 6.6	21.2.	25.1. − 3.9.	
Orangeburg	42,718	36,794	+ 5,924	+ 16.1	65.8.	65.8. - - - -	
Pickens	4,931	5,430	−499	− 9.2	17.4.	21.4. − 4.0.	
Richland	36,499	29,533	+ 6,966	+ 23.6	46.7.	53.6. − 6.9.	+ 140.
Saluda	11,635	11,189	+ 446	+ 4.0	52.7.	53.4. − 0.7.	
Spartanburg	27,392	26,410	+ 982	+ 3.7	29.1.	31.6. − 2.5.	
Sumter	30,508	28,103	+ 2,405	+ 8.6	70.9.	73.0. − 2.1.	
Union	14,076	15,471	−1,395	− 9.0	46.3.	51.7. 5.4.	
Williamsburg	25,452	23,214	+ 2,238	+ 9.6	66.0.	61.7. + 4.3.	− 79.
York	24,230	25,275	−1,045	− 4.1	47.9.	53.0. − 5.1.	

Changes in area are all actual annexations or detachments of territory.

OKLAHOMA

COUNTY	Negro population. 1920	1910	Increase (+) or decrease (−) Number.	Percent.	Per cent Negro of total population. 1920	1910	Difference	Increase (+) or decrease (−) in area since 1910.
The state	149,408	137,612	+ 11,79[illegible]	+ 8.6	7.4	8.3	−0.9	
Adair	40	22	+ 18	✓	0.3	0.2	+0.1	
Alfalfa	22	5	+ 17	✓	0.1	✓	+0.1	
Atoka	1,204	2,109	−905	−42.9	5.8	15.3	−9.5	
Beaver	----	12	−12	−	----	0.1	−0.1	
Beckham	3	2	+ 1	✓	✓	✓	---	
Blaine	839	1,434	−595	−41.5	5.3	8.0	−2.7	
Bryan	1,829	2,184	−355	−16.3	4.5	7.3	−2.8	
Caddo	845	1,178	−333	−28.3	2.5	3.3	−0.8	−88
Canadian	614	823	−209	−25.4	2.8	3.5	−0.7	
Carter	4,267	4,315	−48	−11.1	10.6	17.0	−6.4	
Cherokee	835	995	−160	−16.1	4.2	5.9	−1.7	
Choctaw	5,242	4,303	+ 939	+ 21.8	16.3	19.7	−3.4	
Cimarron	2	2	---	---	0.1	✓	+0.1	
Cleveland	460	456	+ 4	+ 0.9	2.4	2.4	---	
Coal	729	976	−247	−25.3	4.0	6.2	−2.2	
Comanche	641	962	−321	−33.4	2.4	2.3	+0.1	−630
Cotton	156	----	+ 156	[illegible]	0.9	----	+0.9	+630
Craig	771	1,175	−404	−34.4	4.0	6.8	−2.8	
Creek	6,794	2,778	+ 4,016	+ 144.6	10.9	10.6	+0.3	
Custer	135	291	−156	−53.6	0.7	1.3	−0.6	
Delaware	17	38	−21	✓	0.1	0.3	−0.2	
Dewey	30	52	−22	✓	0.2	0.4	−0.2	
Ellis	16	2	+ 14	+ ✓	0.1	✓	+0.1	
Garfield	591	822	−231	−28.1	1.6	2.5	−0.9	
Garvin	2,005	2,318	−313	−13.5	6.2	8.7	−2.5	
Grady	1,478	1,731	−253	−14.6	4.4	5.7	−1.3	+88
Grant	16	14	+ 2	✓	0.1	0.1	---	
Greer	179	146	+ 33	+ 22.6	1.1	0.9	+0.2	
Harmon	110	----	+ 110	−	1.0	----	+1.0	
Harper	----	4	−4	−	----	✓	---	
Haskell	334	385	−51	−13.2	1.7	2.0	−0.3	
Hughes	1,746	1,737	+ 9	+ 0.5	6.7	7.2	−0.5	−65
Jackson	411	114	+ 297	+ 260.5	1.9	0.5	+1.4	
Jefferson	402	397	+ 5	+ 1.3	2.3	2.3	---	

Changes in area are all due to actual annexations or detachments of territory.

COUNTY							
Johnston	659	884	-225	-25.5	3.3	5.3 -2.0	
Kay	293	109	+ 184	+ 168.8	0.8	0.4 +0.4	
Kingfisher	1,623	2,392	-769	-32.1	10.4	12.7 -2.3	
Kiowa	492	317	+ 175	+ 55.2	2.1	1.2 +0.9	-117
Latimer	440	618	-178	-28.8	3.2	5.5 -2.3	
Le Flore	2,082	1,781	+ 301	+ 16.9	4.9	6.1 -1.2	
Lincoln	3,955	3,945	+ 10	+ 0.3	11.8	11.3 +0.5	
Logan	6,422	8,196	-1,774	-21.6	23.3	25.8 -2.5	
Love	746	1,021	-275	-26.9	6.0	10.0 -4.0	
McClain	776	1,081	-305	-28.2	4.0	6.9 -2.9	
McCurtain	6,914	4,576	+ 2,338	+ 51.1	18.2	22.1 -3.9	
McIntosh	5,950	5,283	+ 667	+ 12.6	22.5	25.2 -2.7	+47
Major	45	90	-45	✓	0.4	0.6 -0.2	
Marshall	275	319	-44	-13.8	1.9	2.7 -0.8	
Mayes	729	799	-70	-8.8	4.3	5.9 -1.6	
Murray	339	423	-84	-19.9	2.6	3.3 -0.7	
Muskogee	15,310	16,454	-1,144	-7.0	24.8	31.2 -6.4	
Noble	362	642	-280	-43.6	2.7	4.3 -1.6	
Nowata	1,541	1,954	-413	-21.1	9.7	13.7 -4.0	
Okfuskee	8,617	8,073	+ 544	+ 6.7	34.4	40.4 -6.0	
Oklahoma	11,401	9,227	+ 2,174	+ 23.6	9.8	10.8 -1.0	
Okmulgee	9,791	5,933	+ 3,858	+ 65.0	17.8	28.1 -10.3	+18
Osage	788	391	+ 397	+ 101.5	2.2	1.9 +0.3	
Ottawa	18	11	+ 7	+ ✓	✓	0.1 -0.1	
Pawnee	470	806	-336	-41.7	2.5	4.7 -2.2	
Payne	1,208	1,456	-248	-17.0	4.0	6.1 -2.1	
Pittsburg	4,005	5,244	-1,239	-23.6	7.6	11.0 -3.4	
Pontotoc	970	1,009	-39	-3.9	3.1	4.1 -1.0	
Pottawatomie	1,916	2,017	-101	-5.0	4.2	4.6 -0.4	
Pushmataha	386	385	+ 1	+ 0.3	2.2	3.8 -1.6	
Roger Mills	----	----	---	---	----	----	
Rogers	550	620	-70	-11.3	3.1	3.5 -0.4	-20
Seminole	4,517	4,081	+ 436	+ 10.7	19.0	20.4 -1.4	
Sequoyah	2,766	3,178	-412	-13.0	10.3	12.7 -2.4	

COUNTY								
Stephens	128	96	+ 32	[1]	0.5	0.4	+0.1	
Texas	15	1	+ 14	[1]	0.1	[2]	+0.1	
Tillman	1.371	432	+ 939	+ 217.4	6.1	2.3	+ 3.8	+ 117
Tulsa	10.903	2.754	+ 8.149	+ 295.9	10.0	7.9	+2.1	+ 20
Wagoner	7.093	8.761	-1.668	-19.0	33.2	39.7	-6.5	
Washington	763	434	+ 329	+ 75.8	2.8	2.5	+0.3	
Washita	11	25	-14	[1]	[2]	0.1	-0.1	
Woods	4	3	+ 1	[1]	[2]	[2]	----	
Woodward	1	9	-8	[1]	[2]	0.1	-0.1	

[1] Per cent not shown where base is less than 100.
[2] Less than one tenth of 1 per cent.

TENNESSEE

8—3023a
Corrected to Aug. 10, 1914.

COUNTY	Negro population. 1920	1910	Increase(+) or decrease(−) Number.	Percent.	Per cent Negro of total population 1920	1910	Difference	Increase(+) or decrease(−) in area since 1910.
The state	451,758	473,088	−21,[illegible]	−4.5	19.3	21.7	−2.4	- - -
Anderson	595	921	−326	−35.4	3.3	5.2	−1.9	+5.
Bedford	4,358	5,486	−1,128	−20.6	20.0	24.2	−4.2	
Benton	225	340	−115	−33.8	1.9	2.7	−0.8	
Bledsoe	599	391	+208	+53.2	8.3	6.2	+2.1	
Blount	2,675	1,221	+1,454	+119.1	9.3	5.9	+3.4	
Bradley	1,732	1,717	+15	+0.9	9.3	10.5	−1.2	
Campbell	1,272	1,887	−615	−32.6	4.5	6.9	−2.4	−5.
Cannon	430	580	−150	−25.9	4.2	5.4	−1.2	
Carroll	4,578	5,051	−473	−9.4	18.8	21.1	−2.3	
Carter	569	660	−91	−13.8	2.6	3.3	−0.7	
Cheatham	1,127	1,593	−466	−29.3	11.2	15.1	−3.9	
Chester	1,587	1,571	+16	+1.0	16.4	17.3	−0.9	
Claiborne	563	819	−256	−31.3	2.4	3.5	−1.1	
Clay	256	289	−33	−11.4	2.8	3.2	−0.4	
Cocke	849	1,051	−202	−19.2	4.1	5.4	−1.3	
Coffee	1,495	1,624	−129	−7.9	8.6	10.4	−1.8	
Crockett	3,632	3,611	+21	+0.6	20.8	22.5	−1.7	
Cumberland	25	63	−38	✓	1.2	0.7	−0.5	
Davidson	44,528	46,710	−2,182	−4.7	26.5	31.2	−4.7	
Decatur	914	1,019	−105	−10.3	9.0	10.1	−1.1	
Dekalb	627	835	−208	−24.9	4.1	5.4	−1.3	
Dickson	2,347	3,079	−732	−23.8	12.1	15.4	−3.3	
Dyer	5,432	5,685	−253	−4.5	18.1	20.5	−2.4	
Fayette	23,526	22,702	+824	+3.6	74.7	75.0	−0.3	
Fentress	42	98	−56	✓	0.4	1.3	−0.9	
Franklin	2,693	3,126	−433	−13.9	13.0	15.3	−2.3	
Gibson	9,678	9,547	+131	+1.4	22.3	22.9	−0.6	
Giles	9,431	10,867	−1,436	−13.2	30.5	33.3	−2.8	
Grainger	447	483	−36	−7.5	3.3	3.5	−0.2	
Greene	1,274	1,369	−95	−6.9	3.9	4.4	−0.5	
Grundy	145	143	+2	+1.4	1.5	1.7	−0.2	
Hamblen	1,621	1,610	+11	+0.7	10.8	11.8	−1.0	
Hamilton	27,120	26,026	+1,094	+4.2	23.4	28.1	−4.7	+165.
Hancock	256	481	−225	−46.8	2.4	4.5	−2.1	

Changes in area due to actual annexations or detachments of territory, except for Meigs and Roane Counties.

COUNTY							
Hardeman	9.250	10,098	- 848	- 8.4	41.5	43.9	- 2.4
Hardin	1,932	2,170	-238	-11.0	11.2	12.4	- 1.2
Hawkins	1,201	1.805	-604	-33.5	5.2	7.7	- 2.5
Haywood	16,959	17.710	-751	-4.2	66.8	68.4	- 1.6
Henderson	1.766	1.918	-152	-7.9	9.6	11.3	- 1.7
Henry	5,558	5.921	-363	-6.1	20.5	23.3	- 2.8
Hickman	1,928	2,430	-502	-20.7	11.9	14.7	- 2.8
Houston	687	910	-223	-24.5	11.1	14.6	- 3.5
Humphreys	867	1.201	-334	-27.8	6.4	8.6	- 2.2
Jackson	275	302	-27	-8.9	1.8	2.0	- 0.2
James	----	492	-492	—	—	—	— 165
Jefferson	1,428	1.639	-211	-12.9	8.1	9.2	- 1.1
Johnson	306	377	-71	-18.8	2.5	2.9	- 0.4
Knox	13,310	12,709	+ 601	+ 4.7	11.8	13.5	- 1.7
Lake	3,051	3.268	-217	-6.6	33.6	37.5	- 3.9
Lauderdale	8.929	9.554	-625	-6.4	41.5	45.3	- 3.8
Lawrence	982	969	+ 13	+ 1.3	4.2	5.5	- 1.3
Lewis	668	854	-186	-21.8	11.7	14.2	- 2.5
Lincoln	4.858	5,502	-644	-11.7	18.8	21.2	- 2.4
Loudon	1,037	964	+ 73	+ 7.6	6.4	7.1	- 0.7
McMinn	1.923	1,892	+ 31	+ 1.6	7.7	9.0	- 1.3
McNairy	1,529	1.557	-28	-1.8	8.3	9.5	- 1.2
Macon	476	732	-256	-35.0	3.2	5.0	- 1.8
Madison	17,234	16,167	+ 1,067	+ 6.6	39.3	41.1	- 1.8
Marion	1,683	2.289	-606	-26.5	9.7	12.2	- 2.5
Marshall	3,089	3.414	-325	-9.5	17.8	20.2	- 2.4
Maury	11,950	16,169	-4,219	-26.1	33.8	40.0	- 6.2
Meigs	449	566	-117	-20.7	7.4	9.2	- 1.8 + 8 ×
Monroe	1,187	1,167	+ 20	+ 1.7	5.4	5.6	- 0.2
Montgomery	11,928	13,430	-1,502	-11.2	37.0	39.9	- 2.9
Moore	388	334	+ 54	+ 16.2	8.6	7.0	+ 1.6
Morgan	497	691	-194	-28.1	3.7	6.0	- 2.3
Obion	4,103	5,293	-1,190	-22.5	14.5	17.7	- 3.2
Overton	201	299	-98	-32.8	1.1	1.9	- 0.8

TENNESSEE—Con.

COUNTY								
Perry	355	633	-278	-43.9	4.6	7.2	-2.6	
Pickett	6	11	-5	✓	0.1	0.2	-0.1	
Polk	108	284	-176	-62.0	0.8	2.0	-1.2	
Putnam	806	892	-86	-9.6	3.6	4.5	-0.9	
Rhea	901	1,316	-415	-31.5	6.5	8.5	-2.0	
Roane	1,918	2,366	-448	-18.9	7.8	10.3	-2.5	-8.x
Robertson	5,591	6,492	-901	-13.9	21.8	25.5	-3.7	
Rutherford	9,786	11,357	-1,571	-13.8	29.6	34.2	-4.6	
Scott	16	97	-81	✓	0.1	0.7	-0.6	
Sequatchie	46	139	-93	-66.9	1.3	3.3	-2.0	
Sevier	318	378	-60	-15.9	1.4	1.7	-0.3	
Shelby	98,962	91,719	+7,243	+7.9	44.3	47.9	-3.6	
Smith	1,663	2,325	-662	-28.5	9.7	12.5	-2.8	
Stewart	1,215	1,806	-591	-32.7	8.3	12.2	-3.9	
Sullivan	1,691	1,535	+156	+10.2	4.7	5.5	-0.8	
Sumner	4,734	5,386	-652	-12.1	17.1	21.0	-3.9	
Tipton	13,139	13,353	-214	-1.6	43.4	45.3	-1.9	
Trousdale	1,717	1,781	-64	-3.6	28.6	30.3	-1.7	
Unicoi	4	131	-127	-96.9	✓	1.8	-1.8	
Union	7	30	-23	✓	0.1	0.3	-0.2	
Van Buren	50	48	+2	✓	1.9	1.7	+0.2	
Warren	1,562	1,949	-386	-19.8	9.0	11.8	-2.8	
Washington	2,250	2,267	-17	-0.7	6.6	7.8	-1.2	
Wayne	681	845	-164	-19.4	5.3	7.0	-1.7	
Weakley	2,896	3,470	-574	-16.5	9.3	10.9	-1.6	
White	785	899	-114	-12.7	5.0	5.8	-0.8	
Williamson	6,546	7,828	-1,282	-16.4	28.0	32.3	-4.3	
Wilson	5,728	6,303	-575	-9.1	21.8	24.8	-3.0	

✓ Per cent not shown where base is less than 100.

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

TEXAS

8—3023a
Corrected to Aug. 10, 1914.

COUNTY	Negro population. 1920	1910	Increase (+) or decrease (-) Number.	Percent.	Per cent Negro of total population. 1920	1910	Difference	Increase (+) or decrease (-) in area since 1910.
The state.	741,694	690,049	+ 51,645	+ 7.5	15.9	17.7	-1.8	----
Anderson	11,162	11,323	-161	-1.4	32.5	38.2	-5.7	
Andrews	----	1	-1		----	0.1	-0.1	
Angelina	2,764	2,435	+ 329	+ 13.5	12.4	13.8	-1.4	
Aransas	89	136	-47	-34.6	4.3	6.5	-2.2	
Archer	16	3	+ 13	✓	0.3	✓	+0.3	
Armstrong	1	----	+ 1	—	✓	----	----	
Atascosa	297	228	+ 69	30.3	2.3	2.3	----	
Austin	5,059	5,018	+ 41	0.8	26.8	28.4	-1.6	
Bailey	----	----	----	---	----	----	----	
Bandera	18	34	-16	✓	0.4	0.7	-0.3	-172
Bastrop	8,492	9,428	-936	-9.9	31.9	37.2	-5.3	
Baylor	43	3	+ 40	✓	0.6	✓	+0.6	
Bee	518	568	-50	-8.8	4.3	4.7	-0.4	
Bell	4,886	6,302	-1,416	-22.5	10.5	12.8	-2.3	
Bexar	15,580	11,642	+ 3,938	+ 33.8	7.7	9.7	-2.0	
Blanco	169	350	-181	-51.7	4.2	8.1	-3.9	
Borden	----	----	----	---	----	----	----	
Bosque	660	848	-188	-22.2	3.7	4.5	-0.8	
Bowie	12,320	12,734	-414	-3.3	31.2	36.6	-5.4	
Brazoria	6,574	6,237	+ 337	+ 5.4	31.9	46.9	-15.0	
Brazos	9,148	8,827	+ 321	+ 3.6	41.6	46.7	-5.1	
Brewster	33	71	-38	✓	0.7	1.4	-0.7	
Briscoe	----	----	----	---	----	----	----	
Brooks	17	----	+ 17	New county	0.4	----	+0.4	+974
Brown.	431	525	-94	-17.9	2.0	2.3	-0.3	
Burleson	6,506	8,587	-2,081	-24.2	38.6	46.0	-7.4	
Burnet	175	292	-117	-40.1	1.8	2.7	-0.9	
Caldwell	4,403	5,378	-975	-18.1	17.5	22.2	-4.7	
Calhoun	584	491	+ 93	+ 18.9	12.4	13.5	-1.1	
Callahan	20	4	+ 16	✓	0.2	✓	+0.2	
Cameron	771	74	+ 697	✓	2.1	0.3	+1.8	-1,033
Camp	4,577	4,415	+ 162	+ 3.7	41.2	46.2	-5.0	
Carson	2	----	+ 2	----	0.1	----	+0.1	
Cass	10,350	9,952	+ 398	+ 4.0	34.5	36.1	-1.6	

Changes in area all due to actual annexations or detachments of territory.

COUNTY							
Castro	-----	-----	----	---	---	---	
Chambers	1,083	1,032	+ 51	+ 4.9	26.0	24.4 + 1.6	
Cherokee	9,174	7,641	+ 1,533	+ 20.1	24.4	26.3 − 1.9	
Childress	70	-----	+ 70	−	0.6	--- + 0.6	
Clay	127	101	+ 26	+ 25.7	0.8	0.6 + 0.2	
Cochran	1	-----	+ 1	−	---	---	
Coke	2	-----	+ 2	+ −	2	---	
Coleman	363	253	+ 110	+ 43.5	1.9	1.1 + 0.8	
Collin	3,711	2,206	+ 1,505	+ 68.2	7.5	4.5 + 3.0	
Collingsworth	38	3	+ 35	✓	0.4	0.1 + 0.3	
Colorado	6,453	7,074	− 621	− 8.8	33.9	37.4 − 3.5	
Comal	256	232	+ 24	+ 10.3	2.9	2.8 + 0.1	
Comanche	35	12	+ 23	✓	0.1	2 + 0.1	
Concho	198	7	+ 191	✓	3.4	0.1 + 3.3	
Cooke	1,398	1,688	− 290	− 17.2	5.4	6.3 − 0.9	
Coryell	630	488	+ 142	+ 29.1	3.1	2.2 + 0.9	
Cottle	245	1	+ 244	✓	3.6	2 + 3.6	
Crane	-----	-----	---	---	---	---	
Crockett	24	4	+ 20	✓	1.6	0.3 + 1.3	
Crosby	179	-----	+ 179	−	2.9	--- + 2.9	
Culberson 1911	2	-----	+ 2	New −	0.2	--- + 0.2	+ 3787.
Dallam	24	6	+ 18	✓	0.5	0.1 + 0.4	
Dallas	31,397	24,355	+ 7,042	+ 28.9	14.9	17.9 − 3.0	
Dawson	23	2	+ 21	✓	0.5	0.1 + 0.4	
De Witt	5,206	4,753	+ 453	+ 9.5	18.6	20.2 − 1.6	
Deaf Smith	-----	68	− 68	−	---	1.7 − 1.7	
Delta	1,400	809	+ 591	+ 73.1	8.8	5.6 + 3.2	
Denton	2,580	2,210	+ 370	+ 16.7	7.3	7.1 + 0.2	
Dickens	197	2	+ 195	✓	3.4	0.1 + 3.3	
Dimmit	31	29	+ 2	✓	0.6	0.8 − 0.2	
Donley	34	38	− 4	✓	0.4	0.7 − 0.3	
Duval	1	8	− 7	✓	2	0.1 − 0.1	− 12.2
Eastland	665	57	+ 608	✓	1.1	0.2 + 0.9	
Ector	-----	-----	---	---	---	---	

COUNTY							
Edwards	3	4	-1	✓	0.1	0.1	----	-392.
El Paso	1,548	1,562	-14	-0.9	1.5	3.0	-1.5	-8,408.
Ellis	12,662	9,623	+ 3,039	+ 31.6	22.7	17.9	+ 4.8	
Erath	393	589	-196	-33.3	1.4	1.8	-0.4	
Falls	11,555	12,612	-1,057	-8.4	31.9	35.4	-3.5	
Fannin	5,968	5,366	+ 602	+ 11.2	12.4	12.0	+0.4	
Fayette	6,755	7,361	-606	-8.2	22.5	24.7	-2.2	
Fisher	314	9	+ 305	✓	2.9	0.1	+2.8	
Floyd	11	----	+ 11	-	0.1	----	+0.1	
Foard	29	6	+ 23	✓	0.6	0.1	+0.5	
Fort Bend	9,996	11,422	-1,426	-12.5	43.6	62.9	-19.3	
Franklin	573	735	-162	-22.0	6.2	7.9	-1.7	
Freestone	9,259	8,772	+ 487	+ 5.6	39.8	42.7	-2.9	
Frio	85	151	-66	-43.7	0.9	1.7	-0.8	
Gaines	----	----	---	---	---	---	---	
Galveston	11,123	8,747	+2,376	+ 27.2	20.9	19.7	+1.2	
Garza	5	36	-31	✓	0.1	1.8	-1.7	
Gillespie	57	116	-59	-50.9	0.6	1.2	-0.6	
Glasscock	----	5	-5	-	---	0.4	-0.4	
Goliad	1,184	1,501	-317	-21.1	12.7	15.1	-2.4	
Gonzales	7,062	8,212	-1,150	-14.0	24.8	29.3	-4.5	
Gray	----	2	-2	-	---	0.1	-0.1	
Grayson	7,694	7,753	-59	-0.8	10.4	11.7	-1.3	
Gregg	8,169	7,781	+ 388	+ 5.0	48.7	55.0	-6.3	
Grimes	9,810	9,858	-48	-0.5	42.5	46.5	-4.0	
Guadalupe	5,259	5,681	-422	-7.4	19.0	22.8	-3.8	
Hale	7	5	+ 2	✓	0.1	0.1	----	
Hall	8	2	+ 6	✓	0.1	2	+0.1	
Hamilton	10	8	+ 2	✓	0.1	0.1	----	
Hansford	----	----	---	---	---	---	---	
Hardeman	188	40	+ 148	✓	1.5	0.4	+1.1	
Hardin	3,007	2,550	+ 457	+ 17.9	18.8	19.7	-0.9	
Harris	42,734	30,950	+ 11,784	+ 38.1	22.9	26.8	-3.9	
Harrison	26,858	23,698	+ 3,160	+ 13.3	61.7	63.6	-1.9	

TEXAS—Con.

COUNTY								
Hartley	1	3	+ 2	✓	0.1	0.2	−0.1	
Haskell	361	84	+ 277	✓	2.5	0.5	+2.0	
Hays	1,679	2,165	− 486	−22.4	10.5	14.0	−3.5	
Hemphill	2	-----	+ 2	−	✓	-----	-----	
Henderson	4,860	4,177	+ 683	+ 16.4	17.2	20.7	−3.5	
Hidalgo	87	62	+ 25	✓	0.2	0.5	−0.3	−647.
Hill	5,441	4,856	+ 585	+ 12.0	12.6	10.4	+2.2	
Hockley	-----	-----	-----	-----	-----	-----	-----	
Hood	171	212	−41	−19.3	2.0	2.1	−0.1	
Hopkins	3,011	3,283	−272	−8.3	8.7	10.6	−1.9	
Houston	10,793	12,548	−1,755	−14.0	37.7	42.4	−4.7	
Howard	-----	4	−4	−	-----	?	-----	
Hudspeth	11	-----	+ 11	new	−	1.1	-----	+1.1	+4,621.
Hunt	5,713	4,579	+ 1,134	+ 24.8	11.3	9.5	+1.8	
Hutchinson	1	1	-----	✓	0.1	0.1	-----	
Irion	5	1	+ 4	✓	0.3	0.1	+0.2	
Jack	35	118	−83	−70.3	0.4	1.0	−0.6	
Jackson	2,176	2,114	+ 62	+ 2.9	19.4	32.7	−13.3	
Jasper	4,982	4,731	+ 251	+ 5.3	32.0	33.8	−1.8	
Jeff Davis	8	47	−39	✓	0.6	2.8	−2.2	
Jefferson	19,586	10,676	+8,910	+ 83.5	26.8	28.0	−1.2	
Jim Hogg 1913	13	-----	+ 13	New county	0.7	-----	+0.7	+1,140.
Jim Wells 1911	68	-----	+ 68	New county	1.0	-----	+1.0	+791.
Johnson	2,121	1,637	+ 484	+ 29.6	5.7	4.8	+0.9	
Jones	568	259	+ 309	+ 119.3	2.5	1.1	+1.4	
Karnes	1,009	793	+ 216	+ 27.2	5.3	5.3	-----	
Kaufman	12,104	8,374	+3,730	+ 44.5	29.3	23.7	+5.6	
Kendall	136	253	−117	−46.2	2.8	5.6	−2.8	
Kent	47	1	+ 46	+ ✓	1.4	?	+1.4	
Kerr	282	248	+ 34	+ 13.7	4.8	4.5	+0.3	−55.
Kimble	2	-----	+ 2	−	0.1	-----	+0.1	
King	10	8	+ 2	✓	1.5	1.0	+0.5	
Kinney	223	158	+ 65	+ 41.1	6.0	4.6	+1.4	
Kleberg 1913	362	-----	+362	New county	4.6	-----	+4.6	+698.
Knox	309	17	+292	✓	3.3	0.2	+3.1	

COUNTY						
La Salle	22	93	−71	✓	0.5	2.0 −1.5
Lamar	12,970	10,993	+ 1,977	+ 18.0	23.3	23.6 −0.3
Lamb	1	1	- - -	✓	0.1	0.2 −0.1
Lampasas	274	436	−162	−37.2	3.1	4.6 −1.5
Lavaca	3,975	4,384	−409	−9.3	13.7	16.6 −2.9
Lee	4,224	4,039	+ 185	+ 4.6	30.1	30.8 −0.7
Leon	7,284	6,878	+ 406	+ 5.9	39.8	41.5 −1.7
Liberty	3,828	3,401	+ 427	+ 12.6	26.2	31.8 −5.6
Limestone	9,099	9,247	−148	−1.6	27.3	26.7 +0.6
Lipscomb	- - - - -	3	−3	−	- - -	0.1 −0.1
Live Oak	4	36	−32	✓	0.1	1.0 −0.9
Llano	51	62	−11	✓	1.0	1.0 - - - -
Loving	- - - - -	1	−1		- - -	0.4 −0.4
Lubbock	152	5	+ 147	+ ✓	1.4	0.1 +1.3
Lynn	13	- - - - -	+ 13	+ −	0.3	- - - - +0.3
McCulloch	374	189	+ 185	+ 97.9	3.4	1.4 +2.0
McLennan	17,575	17,234	+ 341	+ 2.0	21.2	23.5 −2.3
McMullen	8	58	−50	✓	0.8	5.3 −4.5
Madison	3,127	2,757	+ 370	+ 13.4	26.2	26.7 −0.5
Marion	6,667	6,725	−58	−0.9	61.2	64.2 −3.0
Martin	- - - - -	1	−1	−	- - -	0.1 −0.1
Mason	49	70	−21	✓	1.0	1.2 −0.2
Matagorda	3,974	4,457	−483	−10.9	24.0	32.8 −8.8
Maverick	74	96	−22	✓	1.0	1.9 −0.9
Medina	278	449	−171	−38.1	2.4	3.3 −0.9
Menard	23	24	−1	✓	0.7	0.9 −0.2
Midland	16	26	−10	✓	0.7	0.8 −0.1
Milam	8,973	9,485	−512	−5.4	23.5	25.8 −2.3
Mills	- - - - -	7	−7	−	- - -	0.1 −0.1
Mitchell	195	192	+ 3	+ 1.6	2.6	2.1 +0.5
Montague	1	27	−26	✓	2	0.1 −0.1
Montgomery	6,358	7,104	−746	−10.5	36.7	45.3 −8.6
Moore	5	- - - - -	+ 5	−	0.9	- - - +0.9
Morris	3,751	3,706	+ 45	+ 1.2	36.5	35.5 +1.0

COUNTY								
Motley	40	-----	+ 40	—	1.0.	---	+1.0.	
Nacogdoches	6.741	7.030	-289	-4.1	23.7.	25.7.	-2.0.	
Navarro	12,100	10,968	+ 1.132	+ 10.3	23.9.	23.3.	+0.6.	
Newton	4.601	3,864	+ 737	+ 19.1	37.7.	35.6.	+2.1.	
Nolan	181	111	+ 70	+ 63.1	1.7.	0.9.	+0.8.	
Nueces	792.	742	+ 50	+ 6.7	3.5.	3.4.	+0.1.	-1500.
Ochiltree	1	-----	+ 1	—	✓	-------		
Oldham	5	-----	+ 5	—	0.7.	---	+0.7.	
Orange	3,203	1,898	+ 1.305	+ 68.8	20.8.	19.9.	+0.9.	
Palo Pinto	732	528	+ 204	+ 38.6	3.1.	2.7.	+0.4.	
Panola	9.182	8.842	+ 340	+ 3.8	42.2.	43.3.	-1.1.	
Parker	337	693	-356	-51.4	1.4.	2.6.	-1.2.	
Parmer	1	-----	+ 1	—	0.1.	---	+0.1.	
Pecos	6	2	+ 4	✓	0.2.	0.1.	+0.1.	
Polk	5,472	6.594	-1.122	-17.0	32.6.	37.8.	-5.2.	
Potter	318	149	+ 169	+ 11.3	1.9.	1.2.	+0.7.	
Presidio	29	31	- 2	✓	0.2.	0.6.	-0.4.	
Rains	527	616	-89	-14.4	6.5.	9.1.	-2.6.	
Randall	-----	-----	---	----	---	---	---	
Reagan	-----	2	- 2	—	---	0.5.	-0.5.	
Real 1913	1	-----	+ 1	New county	0.1.	---	+0.1.	+619.
Red River	8,452	8,673	- 221	-2.5	23.6.	30.4.	-6.8.	
Reeves	17	82	- 65	✓	0.4.	1.9.	-1.5.	
Refugio	610	481	+ 129	+ 26.8	15.1.	17.1.	-2.0.	
Roberts	-----	3	- 3	—	---	0.3.	-0.3.	
Robertson	12,474	14,571	-2,097	-14.4	44.7.	53.1.	-8.4.	
Rockwall	1,676	731	+ 945	+ 129.3	19.5.	9.1.	+10.4.	
Runnels	478	133	+ 345	+ 259.4	2.8.	0.6.	+2.2.	
Rusk	12,713	11,314	+ 1.399	+ 12.4	40.1.	42.0.	-1.9.	
Sabine	2,616	1,679.	+ 937	+ 55.8	21.3.	19.6.	+1.7.	
San Augustine	4,152	3,453	+ 699	+ 20.2	30.2.	30.7.	-0.5.	
San Jacinto	5,487	5,193	+ 294	+ 5.7	55.6.	54.4.	+1.2.	
San Patricio	176	79	+ 97	✓	1.5.	1.1.	+0.4.	
San Saba	135	103	+ 32	+ 31.1	1.3.	0.9.	+0.4.	

COUNTY							
Schleicher	3	44	−41	✓	0.2	2.3	−2.1
Scurry	128	1	+ 127	✓	1.4	✓	+1.4
Shackelford	65	126	−61	−48.4	1.3	3.0	−1.7
Shelby	5,852	5,274	+ 578	+ 11.0	21.3	20.0	+1.3
Sherman	-----	2	−2	−	----	0.1	−0.1
Smith	17,609	17,246	+ 363	+ 2.1	37.7	41.3	−3.6
Somervell	------	1	−1	−	----	✓	----
Starr	1	21	−20	✓	✓	0.2	−0.2
Stephens	62	4	+ 58	✓	0.4	0.1	+0.3
Sterling	5	1	+ 4	✓	0.5	0.1	+0.4
Stonewall	108	3	+ 105	✓	2.6	0.1	+2.5
Sutton	5	3	+ 2	✓	0.3	0.2	+0.1
Swisher	6	-----	+ 6	−	0.1	----	+0.1
Tarrant	18,730	15,418	+ 3,312	+ 21.5	12.3	14.2	−1.9
Taylor	481	639	−158	−24.7	2.0	2.4	−0.4
Terrell	-----	4	−4	−	----	0.3	−0.3
Terry	-----	1	−1	−	----	0.1	−0.1
Throckmorton	11	11	---	----	0.3	0.2	+0.1
Titus	3,180	3,118	+ 62	+ 2.0	17.5	19.0	−1.5
Tom Green	633	716	−83	−11.6	4.2	4.0	+0.2
Travis	13,415	15,473	−2,058	−13.3	23.3	27.8	−4.5
Trinity	3,420	3,195	+ 225	+ 7.0	25.1	25.0	+0.1
Tyler	2,195	2,207	−12	−0.5	21.1	21.5	−0.4
Upshur	6,234	5,649	+ 585	+ 10.4	27.7	28.3	−0.6
Upton	-----	12	−12	−	----	2.4	−2.4
Uvalde	152	262	−110	−42.0	1.4	2.3	−0.9
Val Verde	185	153	+ 32	+ 20.9	1.5	1.8	−0.3
Van Zandt	1,516	1,534	−18	−1.2	4.9	6.0	−1.1
Victoria	3,119	3,600	−481	−13.4	17.1	24.0	−6.9
Walker	9,741	8,362	+ 1,379	+ 16.5	52.5	52.1	+0.4
Waller	4,967	6,712	−1,745	−26.0	48.3	55.3	−7.0
Ward	21	3	+ 18	+ ✓	0.8	0.1	+0.7
Washington	11,646	12,017	−371	−3.1	43.7	47.0	−3.3
Webb	41	38	+ 3	✓	0.1	0.2	−0.1

−1,327

COUNTY							
Wharton	7,884	8,889	−1,005	−11.3	32.5	42.1	−9.6	
Wheeler	-----	2	−2	−	----	2	----	
Wichita	2,272	612	+1,660	+271.2	3.1	3.8	−0.7	
Wilbarger	374	70	+ 304	1	2.5	0.6	+1.9	
✓ Willacy 1911	1	----	+ 1	New county	0.1	----	+0.1	+1,274.
Williamson	6,515	7,370	−855	−11.6	15.2	17.5	−2.3	
Wilson	767	956	−189	−19.8	4.4	5.6	−1.2	
Winkler	-----	1	−1	−	----	0.2	−0.2	
Wise	138	67	+ 71	1	0.6	0.3	+0.3	
Wood	3,895	3,926	−31	−0.8	14.1	16.8	−2.7	
Yoakum	-----	-----	---	---	----	---	---	
Young	1	3	+ 2	1	2	2	---	
Zapata	-----	-----	---	---	----	---	---	−248.
Zavalla	1	1	---	---	2	0.1	−0.1	

1 Per cent not shown where base is less than 100.
2 Less than one-tenth of 1 per cent.

VIRGINIA

(8—3023 c)
Corrected to May 1, 1920.

COUNTY Number of counties, 120	Negro population. 1920	1910	Increase (+) or decrease (−) Number.	Per cent.	Per cent Negro of total population. 1920	1910	Difference	Increase (+) or decrease (−) in area since 1910.
The state	690,017	671,096	+ 18,921	+ 2.8	29.9	32.6	−2.7	- - -
Accomac	13,213	13,273	−60	−0.5	38.0	36.2	+1.8	
Albemarle	7,569	9,673	−2,104	−21.8	29.1	32.4	−3.3	
Alleghany	2,528	2,945	−417	−14.2	16.5	20.8	−4.3	
Amelia	5,470	5,490	−20	−0.4	55.8	63.0	−7.2	
Amherst	6,840	7,465	−625	−8.4	34.6	39.4	−4.8	
Appomattox	2,838	3,089	−251	−8.1	30.7	34.7	−4.0	
Arlington	2,507	2,645	−138	−5.2	15.6	25.9	−10.3	−1.
Augusta	4,188	4,541	−353	−7.8	12.1	14.0	−1.9	
Bath	931	1,176	−245	−2.1	14.6	18.0	−3.4	
Bedford	7,983	8,455	−472	−5.6	26.0	28.6	−2.6	
Bland	111	133	−22	−16.5	2.0	2.6	−0.6	
Botetourt	2,971	3,495	−524	−15.0	17.9	19.7	−1.8	
Brunswick	12,017	11,366	+ 651	+ 5.7	57.2	59.1	−1.9	
Buchanan	- - - - -	4	−4	−	−	3	- - -	
Buckingham	6,847	7,570	−723	−9.6	46.0	49.8	−3.8	
Campbell	8,597	9,002	−405	−4.5	32.2	39.1	−6.9	
Caroline	8,077	8,750	−673	−7.7	50.6	52.7	−2.1	
Carroll	207	268	−61	−22.8	1.0	1.3	−0.3	
Charles City	3,603	3,765	−162	−4.3	75.2	71.7	+3.5	
Charlotte	7,537	8,335	−798	−9.6	43.0	52.8	−9.8	
Chesterfield	7,084	7,527	−443	−5.9	34.6	35.3	−0.7	−3.
Clarke	1,743	1,900	−157	−8.3	24.3	25.4	−1.1	
Craig	95	207	−112	−54.1	2.3	4.4	−2.1	
Culpeper	4,692	5,262	−570	−10.8	35.3	39.1	−3.8	
Cumberland	5,754	6,053	−299	−4.9	63.2	65.8	−2.6	
Dickenson	296	7	+ 289	✓	2.2	0.1	+2.1	
Dinwiddie	10,817	9,368	+1,449	+ 15.5	60.3	60.7	−0.4	
Elizabeth City	8,521	7,992	+ 529	+ 6.6	33.7	37.7	−4.0	
Essex	4,898	5,315	−417	−7.8	57.3	58.4	−1.1	
Fairfax	4,546	4,864	−318	−6.5	20.7	23.7	−3.0	
Fauquier	6,932	7,486	−554	−7.4	31.7	33.2	−1.5	
Floyd	675	837	−162	−19.4	5.1	5.9	−0.8	
Fluvanna	3,427	3,374	+ 53	+ 1.6	40.1	40.5	−0.4	

COUNTY								
Franklin	4,612	5,435	−823	−15.1	17.5	20.5	−3.0	
Frederick	499	694	−195	−28.1	4.0	5.4	−1.4	
Giles	820	755	+ 65	+ 8.6	6.9	6.5	+0.4	
Gloucester	5,581	5,907	−326	−5.5	46.9	47.3	−0.4	
Goochland	4,783	5,230	−447	−8.5	54.0	56.6	−2.6	
Grayson	901	939	−38	−4.0	4.5	4.7	−0.2	
Greene	1,099	1,339	−240	−17.9	17.3	19.3	−2.0	
Greensville	6,826	7,393	−567	−7.7	58.8	62.2	−3.4	
Halifax	20,053	20,013	+ 40	+ 0.2	48.5	50.0	−1.5	
Hanover	7,183	7,040	+ 143	+ 2.0	39.7	40.9	−1.2	
Henrico	5,877	6,837	−960	−14.0	31.0	29.2	+1.8	+ 3.
Henry	7,417	7,462	−45	−0.6	36.6	40.4	−3.8	
Highland	221	260	−39	−15.0	4.5	4.9	−0.4	
Isle of Wight	7,149	7,512	−363	−4.8	49.5	50.3	−0.8	
James City	2,720	3,034	−314	−10.3	44.3	47.9	−3.6	
King and Queen	5,056	5,373	−317	−5.9	55.2	56.1	−0.9	
King George	2,292	2,913	−621	−21.3	39.8	45.7	−5.9	
King William	4,603	4,855	−252	−5.2	52.7	56.8	−4.1	
Lancaster	5,003	5,139	−136	−2.6	51.3	52.7	−1.4	
Lee	671	952	−281	−29.5	2.7	4.0	−1.3	
Loudoun	4,810	5,221	−411	−7.9	23.4	24.7	−1.3	
Louisa	7,803	7,883	−80	−1.0	45.7	47.6	−1.9	
Lunenburg	7,141	6,811	+ 330	+ 4.8	46.8	53.3	−6.5	
Madison	2,868	3,264	−396	−12.1	29.9	32.5	−2.6	
Mathews	2,363	2,513	−150	−6.0	28.0	28.2	−0.2	
Mecklenburg	16,586	16,394	+ 192	+ 1.2	53.1	56.6	−3.5	
Middlesex	4,117	4,636	−519	−11.2	50.5	52.4	−1.9	
Montgomery	2,078	2,323	−245	−10.5	11.2	13.5	−2.3	
Nansemond	12,875	15,536	−2,661	−17.1	63.7	57.8	+5.9	
Nelson	5,026	5,263	−237	−4.5	29.1	31.3	−2.2	
New Kent	2,623	2,791	−168	−6.0	57.8	59.6	−1.8	
Norfolk	22,765	31,791	−9,026	−28.4	39.7	60.3	−20.6	+ 1.
Northampton	9,587	9,314	+ 273	+ 2.9	53.7	55.9	−2.2	

COUNTY							
Northumberland	4,873	4,267	+ 606	+ 14.2	42.3	39.6	+ 2.7
Nottoway	6,579	7,347	− 768	− 10.5	46.5	54.6	− 8.1
Orange	4,865	5,526	− 661	− 12.0	36.5	41.0	− 4.5
Page	894	1,166	− 272	− 23.3	6.1	8.2	− 2.1
Patrick	1,393	1,618	− 225	− 13.9	8.3	9.4	− 1.1
Pittsylvania	20,000	20,163	− 163	− 0.8	35.4	39.8	− 4.4
Powhatan	3,942	3,633	+ 309	+ 8.5	60.2	59.6	+ 0.6
Prince Edward	8,183	8,458	− 275	− 3.3	55.4	59.3	− 3.9
Prince George	5,134	4,551	+ 583	+ 12.8	39.8	58.0	− 18.2
Prince William	2,791	2,825	− 34	− 1.2	20.4	23.5	− 3.1
Princess Anne	6,426	5,818	+ 608	+ 10.5	47.2	50.5	− 3.3
Pulaski	2,425	2,930	− 505	− 17.2	14.2	17.0	− 2.8
Rappahannock	2,154	2,148	+ 6	+ 0.3	26.7	26.7	- - -
Richmond	2,957	3,071	− 114	− 3.7	39.8	41.4	− 1.6
Roanoke	2,877	3,525	− 648	− 18.4	12.8	18.0	− 5.2
Rockbridge	2,670	3,528	− 858	− 24.3	12.9	16.7	− 3.8
Rockingham	1,012	2,335	− 1,323	− 56.7	3.4	6.7	− 3.3
Russell	1,282	1,025	+ 257	+ 25.1	4.8	4.4	+ 0.4
Scott	404	503	− 99	− 19.7	1.6	2.1	− 0.5
Shenandoah	434	493	− 59	− 12.0	2.1	2.4	− 0.3
Smyth	925	981	− 56	− 5.7	4.2	4.8	− 0.6
Southampton	16,919	16,091	+ 828	+ 5.1	61.4	61.2	+ 0.2
Spotsylvania	3,450	3,593	− 143	− 4.0	32.6	36.2	− 3.6
Stafford	1,530	1,720	− 190	− 11.1	18.9	21.3	− 2.4
Surry	5,693	6,005	− 312	− 5.2	61.2	61.8	− 0.6
Sussex	8,429	8,962	− 533	− 5.9	65.7	65.6	+ 0.1
Tazewell	2,894	2,820	+ 74	+ 2.6	10.4	11.3	− 0.9
Warren	1,129	1,131	− 2	− 0.2	12.8	13.2	− 0.4
Warwick	4,167	4,334	− 167	− 3.9	36.5	71.7	− 35.2
Washington	1,789	2,312	− 523	− 22.6	5.5	7.0	− 1.5
Westmoreland	5,042	4,668	+ 374	+ 8.0	49.2	50.1	− 0.9
Wise	3,810	2,861	+ 949	+ 33.1	8.2	8.4	− 0.2

COUNTY							
Wythe	1,743	2,188	-445	-20.3	8.6	10.7	-2.1
York	3,445	3,764	-319	-8.5	42.8	48.5	-5.7
INDEPENDENT CITIES							
Alexandria city	4,112	4,188	-76	-1.9	22.8	27.3	-4.5
Bristol city	1,062	1,144	-82	-7.2	15.8	18.3	-2.5
Buena Vista city	356	416	-60	-14.4	9.1	12.8	-3.7
Charlottesville city	2,947	2,524	+423	+16.8	27.6	37.3	-9.7
Clifton Forge city	1,000	1,092	-92	-8.4	16.2	19.0	-2.8
Danville city	5,678	6,207	-529	-8.5	26.4	32.6	-6.2
Fredericksburg city	1,193	1,480	-287	-19.4	20.3	25.2	-4.9
Harrisonburg city	780	Included in Rockingham Co. in 1910.			13.3	---	+13.3
Hopewell city	235	" " Prince George Co. in 1910.			16.8	---	+16.8
Lynchburg city	8,329	9,466	-1,137	-12.0	27.7	32.1	-4.4
Newport News city	14,077	7,259	+6,818	+93.9	39.5	35.9	+3.6
Norfolk city	43,392	25,039	+18,353	+73.3	37.5	37.1	+0.4
Petersburg city	13,608	11,014	+2,594	+23.6	43.9	45.7	-1.8
Portsmouth city	23,245	11,617	+11,628	+100.1	42.7	35.0	+7.7
Radford city	525	665	-140	-21.0	11.3	15.8	-4.5
Richmond city	54,041	46,733	+7,308	+15.6	31.5	36.6	-5.1
Roanoke city	9,331	7,924	+1,407	+17.8	18.4	22.7	-4.3
Staunton city	1,774	2,476	-702	-28.4	16.7	23.3	-6.6
Suffolk city	3,616	-----	+3,616	—	39.6	---	+39.6
Winchester city	934	1,038	-104	-10.1	13.6	17.7	-4.1

1 Per cent not shown where base is less than 100.
2 Less than one-tenth of 1 per cent.

WEST VIRGINIA

8—3023a
Corrected to Aug. 10, 1914.

COUNTY	Negro population. 1920	1910	Increase (+) or decrease (−) Number.	Percent.	Percent Negro of total population. 1920	1910	Difference	Increase (+) or decrease (−) in area since 1910.
The state	86,345	64,173	+ 22,172	+ 34.6	5.9	5.3	+ 0.6	------
Barbour	820	920	− 100	− 10.9	4.5	5.8	− 1.3	
Berkeley	1,816	1,801	+ 15	+ 0.8	7.4	8.2	− 0.8	
Boone	759	164	+ 595	+ 362.8	5.0	1.6	+ 3.4	
Braxton	273	221	+ 52	+ 23.5	1.1	1.0	+ 0.1	
Brooke	494	151	+ 343	+ 227.2	3.0	1.4	+ 1.6	
Cabell	3,011	2,447	+ 564	+ 23.0	4.6	5.2	− 0.6	
Calhoun	36	80	− 44	✓	0.4	0.7	− 0.3	
Clay	147	5	+ 142	✓	1.3	✓	+ 1.3	
Doddridge	1	8	− 7	✓	✓	0.1	− 0.1	
Fayette	9,636	9,311	+ 325	+ 3.5	16.0	17.9	− 1.9	
Gilmer	38	17	+ 21	✓	0.4	0.1	+ 0.3	
Grant	232	253	− 21	− 8.3	2.6	3.2	− 0.6	
Greenbrier	1,726	1,779	− 53	− 0.3	6.6	7.2	− 0.6	
Hampshire	196	303	− 107	− 35.3	1.7	2.6	− 0.9	
Hancock	573	37	+ 536	✓	2.9	0.4	+ 2.5	
Hardy	298	387	− 89	− 23.0	3.1	4.2	− 1.1	
Harrison	2,549	1,359	+ 1,190	+ 87.6	3.4	2.8	+ 0.6	
Jackson	12	26	− 14	✓	0.1	0.1	----	
Jefferson	3,016	3,499	− 483	− 13.8	19.2	22.0	− 2.8	
Kanawha	8,929	6,476	+ 2,453	+ 37.9	7.5	8.0	− 0.5	
Lewis	291	239	+ 52	+ 21.8	1.4	1.3	+ 0.1	
Lincoln	61	30	+ 31	✓	0.3	0.1	+ 0.2	
Logan	4,737	532	+ 4,205	+ 790.4	11.6	3.7	+ 7.9	
McDowell	18,157	14,667	+ 3,490	+ 23.8	26.5	30.6	− 4.1	
Marion	2,454	851	+ 1,603	+ 188.4	4.5	2.0	+ 2.5	
Marshall	502	575	− 73	− 14.5	1.5	1.8	− 0.3	
Mason	227	349	− 122	− 35.0	1.1	1.5	− 0.4	
Mercer	6,427	5,960	+ 467	+ 7.8	13.0	15.5	− 2.5	
Mineral	641	601	+ 40	+ 6.7	3.2	3.6	− 0.4	
Mingo	2,191	1,236	+ 955	+ 77.3	8.3	6.4	+ 1.9	
Monongalia	638	294	+ 344	+ 117.0	1.9	1.2	+ 0.7	
Monroe	559	673	− 114	− 16.9	4.3	5.2	− 0.9	
Morgan	159	177	− 18	− 10.2	1.9	2.3	− 0.4	
Nicholas	68	48	+ 20	✓	0.3	0.3	----	

COUNTY							
Ohio	1,663	1,389	+ 274	+ 19.7	2.6	2.4	+ 0.2
Pendleton	112	132	-20	-15.2	1.2	1.4	-0.2
Pleasants	7	9	-2	✓	0.1	0.1	----
Pocahontas	638	445	+ 193	+ 43.4	4.3	3.0	+ 1.3
Preston	147	151	-4	-2.6	0.5	0.6	-0.1
Putnam	397	435	-38	-8.7	2.3	2.3	----
Raleigh	6,393	2,052	+ 4,341	+ 211.5	15.0	8.0	+ 7.0
Randolph	431	376	+ 55	+ 14.6	1.6	1.4	+ 0.2
Ritchie	13	26	-13	✓	0.1	0.1	----
Roane	12	18	-6	✓	0.1	0.1	----
Summers	1,120	1,130	-10	-0.9	5.9	6.1	-0.2
Taylor	641	527	+ 114	+ 21.6	3.4	3.2	+ 0.2
Tucker	210	344	-134	-39.0	1.3	1.8	-0.5
Tyler	52	115	-63	-54.8	0.4	0.7	-0.3
Upshur	196	226	-30	-13.3	1.1	1.4	-0.3
Wayne	142	169	-27	-16.0	0.5	0.7	-0.2
Webster	----	8	-8		----	0.1	-0.1
Wetzel	89	57	+ 32	✓	0.4	0.2	+ 0.2
Wirt	35	40	-5	✓	0.5	0.4	+ 0.1
Wood	783	943	-160	17.0	1.9	2.5	-0.6
Wyoming	1,590	105	+ 1,485	+ 1,414.3	10.5	1.0	+ 9.5

✓ Per cent not shown where base is less than 100.
2 Less than one-tenth of 1 per cent.

DEPARTMENT OF COMMERCE

BUREAU OF THE CENSUS

WASHINGTON November 8, 1923.

Memorandum for Dr. Hill:

In response to your memorandum of November 2: I transmit herewith a table on Negro migration for certain cities, giving the age distribution and showing the proportion of Negroes in the total number in each case.

Wm. L. Austin

Chief Statistician for Population.

H:S

Migration Table - A2

City and Age group.	Both sexes.			Males.	Females.
		Negro			
	Total.	Number.	Per cent.	(Repeat)	(Repeat)
Chicago					
All ages					
Under 5					
5 to 9					
10 to 14					
15 to 19					
20 to 24					
25 to 34					
35 to 44					
45 to 54					
55 to 64					
65 and over					
Age unknown					

For Chicago
Cleveland
Columbus
Cincinnati
Detroit
Indianapolis
Kansas City, Mo.
New Bedford
New York
Newark
Philadelphia
Pittsburgh
St. Louis
Toledo
Trenton
Youngstown

From Table 15, Ch. III. Part M. + F. first for Negro + all classes and combine across to total.
Other from Table 16. (All classes total first.)

Negro migration - Table A 2 - Con.
1920

City and age group.	Both sexes. Total.	Negro. Number	Negro. Per cent	Males. Total	Negro. Number	Negro. Per cent	Females. Total	Ne Number
Trenton, N. J.								
All ages, number	119,289	4,315	3.6	60,639	2,241	3.7	58,650	2,
Under 5 years	13,027	385	3.0	6,564	178	2.7	6,463	
5 to 9 years	12,148	371	3.1	6,022	178	3.0	6,126	
10 to 14 years	10,489	326	3.1	5,201	154	3.0	5,288	
15 to 19 years	9,485	317	3.3	4,464	128	2.9	5,021	
20 to 24 years	10,945	558	5.1	5,240	288	5.5	5,705	
25 to 34 years	22,028	919	4.2	11,688	481	4.1	10,340	
35 to 44 years	17,175	709	4.1	9,369	430	4.6	7,806	
45 to 54 years	12,371	440	3.6	6,511	252	3.9	5,860	
55 to 64 years	7,150	169	2.4	3,582	94	2.6	3,568	
65 years and over	4,423	107	2.4	1,974	52	2.6	2,449	
Age unknown	48	14	(1)	24	6	(1)	24	
Youngstown, Ohio								
All ages, number	132,358	6,662	5.0	70,770	3,900	5.5	61,588	2,
Under 5 years	16,477	443	2.7	8,325	227	2.7	8,152	
5 to 9 years	13,656	450	3.3	6,876	232	3.4	6,780	
10 to 14 years	10,844	368	3.4	5,436	173	3.2	5,408	
15 to 19 years	9,682	457	4.7	4,633	226	4.9	5,049	
20 to 24 years	12,370	925	7.5	6,298	527	8.4	6,072	
25 to 34 years	27,789	1,821	6.6	15,537	1,068	6.9	12,252	
35 to 44 years	20,623	1,348	6.5	12,193	882	7.2	8,430	
45 to 54 years	11,870	581	4.9	6,905	400	5.8	4,965	
55 to 64 years	5,636	174	3.1	2,964	114	3.8	2,672	
65 years and over	3,297	78	2.4	1,537	41	2.7	1,760	
Age unknown	114	17	14.9	66	10	(1)	48	

1 Per cent not shown, base being less than 100.

	Males.			Females		
		Negro.			Negro.	
cent	Total.	Number.	Per cent	Total.	Number.	Per cent
	✓	✓		✓	✓	
3.6	60,639	2,241	3.7	58,650	2,074	3.5
3.0	6,564	178	2.7	6,463	207	3.2
3.1	6,022	178	3.0	6,126	193	3.2
3.1	5,201	154	3.0	5,288	172	3.3
3.3	4,464	128	2.9	5,021	189	3.8
5.1	5,240	288	5.5	5,705	270	4.7
4.2	11,688	481	4.1	10,340	438	4.2
4.1	9,369	430	4.6	7,806	279	3.6
3.6	6,511	252	3.9	5,860	188	3.2
2.4	3,582	94	2.6	3,568	75	2.1
2.4	1,974	52	2.6	2,449	55	2.2
(1)	24	6	(1)	24	8	(1)
	✓	✓		✓	✓	
5.0	70,770	3,900	5.5	61,588	2,762	4.5
2.7	8,325	227	2.7	8,152	216	2.6
3.3	6,876	232	3.4	6,780	218	3.2
3.4	5,436	173	3.2	5,408	195	3.6
4.7	4,633	226	4.9	5,049	231	4.6
7.5	6,298	527	8.4	6,072	398	6.6
6.6	15,537	1,068	6.9	12,252	753	6.1
6.5	12,193	882	7.2	8,430	466	5.5
4.9	6,905	400	5.8	4,965	181	3.6
3.1	2,964	114	3.8	2,672	60	2.2
2.4	1,537	41	2.7	1,760	37	2.1
14.9	66	10	(1)	48	7	(1)

cent not shown, base being less than 100.

Negro migration - Table 6 & 2 - Cont.
1920

City and age group.	Both sexes. Total	Both sexes. Negro. Number	Both sexes. Negro. Per cent	Males. Total	Males. Negro. Number	Males. Negro. Per cent	Females. Total	Females. Negro. Number	Females. Negro. Per cent
Chicago, Ill.									
All ages, number	2,701,705	109,458	4.1	1,369,917	55,943	4.1	1,331,788	53,515	4.0
Under 5 years	272,455	6,404	2.4	137,770	3,116	2.3	134,685	3,288	2.4
5 to 9 years	258,229	6,093	2.4	129,491	3,016	2.3	128,738	3,077	2.4
10 to 14 years	223,042	6,129	2.7	111,477	2,834	2.5	111,565	3,295	3.0
15 to 19 years	201,864	6,969	3.5	97,331	3,259	3.3	104,533	3,710	3.5
20 to 24 years	246,824	12,803	5.2	114,386	6,109	5.3	132,438	6,694	5.1
25 to 34 years	555,221	28,993	5.2	281,504	14,467	5.1	273,717	14,526	5.3
35 to 44 years	416,042	23,723	5.7	224,274	13,079	5.8	191,768	10,644	5.6
45 to 54 years	281,313	12,314	4.4	150,153	7,170	4.8	131,160	5,144	3.9
55 to 64 years	156,742	3,752	2.4	81,299	1,906	2.3	75,443	1,846	2.4
65 years and over	85,195	1,959	2.3	39,461	796	2.0	45,734	1,163	2.5
Age unknown	4,778	319	6.7	2,771	191	6.9	2,007	128	6.4
Cincinnati, Ohio									
All ages, number	401,247	30,079	7.5	194,342	15,145	7.8	206,905	14,934	7.2
Under 5 years	30,736	1,995	6.5	15,613	994	6.4	15,123	1,001	6.6
5 to 9 years	31,570	2,095	6.6	15,820	1,015	6.4	15,750	1,080	6.9
10 to 14 years	30,158	2,062	6.8	15,019	966	6.4	15,139	1,096	7.2
15 to 19 years	29,802	2,005	6.7	14,200	899	6.3	15,602	1,106	7.1
20 to 24 years	36,196	3,188	8.8	16,968	1,446	8.5	19,228	1,742	9.1
25 to 34 years	74,184	6,806	9.2	35,947	3,236	9.0	38,237	3,570	9.3
35 to 44 years	63,673	5,899	9.3	31,150	3,134	10.1	32,523	2,765	8.5
45 to 54 years	50,166	3,784	7.5	24,675	2,251	9.1	25,491	1,533	6.0
55 to 64 years	32,901	1,435	4.4	15,757	842	5.3	17,144	593	3.5
65 years and over	21,521	766	3.6	9,039	345	3.8	12,482	421	3.4
Age unknown	340	44	12.9	154	17	11.0	186	27	14.5

Cent.	Males. Total.	Males. Negro. Number.	Males. Negro. Per cent.	Females. Total.	Females. Negro. Number.	Females. Negro. Per cent.
4.1	1,369,917	55,943	4.1	1,331,788	53,515	4.0
2.4	137,770	3,116	2.3	134,685	3,288	2.4
2.4	129,491	3,016	2.3	128,738	3,077	2.4
2.7	111,477	2,834	2.5	111,565	3,295	3.0
3.5	97,331	3,259	3.3	104,533	3,710	3.5
5.2	114,386	6,109	5.3	132,438	6,694	5.1
5.2	281,504	14,467	5.1	273,717	14,526	5.3
5.7	224,274	13,079	5.8	191,768	10,644	5.6
4.4	150,153	7,170	4.8	131,160	5,144	3.9
2.4	81,299	1,906	2.3	75,443	1,846	2.4
2.3	39,461	796	2.0	45,734	1,163	2.5
6.7	2,771	191	6.9	2,007	128	6.4
7.5	194,342	15,145	7.8	206,905	14,934	7.2
6.5	15,613	994	6.4	15,123	1,001	6.6
6.6	15,820	1,015	6.4	15,750	1,080	6.9
6.8	15,019	966	6.4	15,139	1,096	7.2
6.7	14,200	899	6.3	15,602	1,106	7.1
8.8	16,968	1,446	8.5	19,228	1,742	9.1
9.2	35,947	3,236	9.0	38,237	3,570	9.3
9.3	31,150	3,134	10.1	32,523	2,765	8.5
7.5	24,675	2,251	9.1	25,491	1,533	6.0
4.4	15,757	842	5.3	17,144	593	3.5
3.6	9,039	345	3.8	12,482	421	3.4
12.9	154	17	11.0	186	27	14.5

Negro population — [illegible]
1920

City and age group.	Both sexes. Total.	Negro. Number.	Negro. Per cent.	Males. Total.	Negro. Number.	Negro. Per cent.	Females. Total.	Negro. Number.	Negro. Per cent.
Cleveland, Ohio									
All ages, number	796,841	34,451	4.3	413,398	18,733	4.5	383,443	15,718	4.1
Under 5 years	88,433	2,371	2.7	44,474	1,206	2.7	43,959	1,165	2.7
5 to 9 years	78,952	2,086	2.6	39,648	998	2.5	39,304	1,088	2.8
10 to 14 years	67,723	2,054	3.0	33,865	1,002	3.0	33,858	1,052	3.1
15 to 19 years	58,714	2,356	4.0	28,610	1,195	4.2	30,104	1,161	3.9
20 to 24 years	75,178	4,655	6.2	36,548	2,364	6.5	38,630	2,291	5.9
25 to 34 years	167,289	9,577	5.7	89,468	5,183	5.8	77,821	4,394	5.6
35 to 44 years	123,254	6,660	5.4	68,929	3,966	5.8	54,325	2,694	5.0
45 to 54 years	75,069	3,317	4.4	41,415	2,114	5.1	33,654	1,203	3.6
55 to 64 years	38,551	889	2.3	19,597	464	2.4	18,954	425	2.2
65 years and over	23,154	440	1.9	10,534	212	2.0	12,620	228	1.8
Age unknown	524	46	8.8	310	29	9.4	214	17	7.9
Columbus, Ohio									
All ages, number	237,031	22,181	9.4	118,810	11,788	9.9	118,221	10,393	8.8
Under 5 years	19,315	1,638	8.5	9,745	798	8.2	9,570	840	8.8
5 to 9 years	18,152	1,584	8.7	9,122	780	8.6	9,030	804	8.9
10 to 14 years	17,535	1,438	8.2	8,833	691	7.8	8,702	747	8.6
15 to 19 years	18,708	1,551	8.3	9,220	721	7.8	9,488	830	8.7
20 to 24 years	22,772	2,460	10.8	11,193	1,201	10.7	11,579	1,259	10.9
25 to 34 years	45,885	5,069	11.0	23,147	2,684	11.6	22,738	2,385	10.5
35 to 44 years	37,914	4,246	11.2	19,390	2,454	12.7	18,524	1,792	9.7
45 to 54 years	28,076	2,534	9.0	14,485	1,549	10.7	13,591	985	7.2
55 to 64 years	16,908	1,048	6.2	8,306	592	7.1	8,602	456	5.3
65 years and over	11,344	542	4.8	5097	263	5.2	6,247	279	4.5
Age unknown	422	71	16.8	272	55	20.2	150	16	10.7

	Males.			Females.		
		Negro.			Negro.	
Per cent.	Total.	Number.	Per cent.	Total.	Number.	Per cent.
43.	413,398.	18,733.	4.5.	383,443.	15,718.	4.1.
2.7	44,474.	1,206.	2.7.	43,959.	1,165.	2.7.
2.6.	39,648.	998.	2.5.	39,304.	1,088.	2.8.
3.0.	33,865.	1,002.	3.0.	33,858.	1,052.	3.1.
4.0.	28,610.	1,195.	4.2.	30,104.	1,161.	3.9.
6.2.	36,548.	2,364.	6.5.	38,630.	2,291.	5.9.
5.7	89,468.	5,183.	5.8.	77,821.	4,394.	5.6.
5.4.	68,929.	3,966.	5.8.	54,325.	2,694.	5.0.
4.4.	41,415.	2,114.	5.1.	33,654.	1,203.	3.6.
2.3.	19,597.	464.	2.4.	18,954.	425.	2.2.
1.9.	10,534.	212.	2.0.	12,620.	228.	1.8.
8.8	310.	29.	9.4.	214.	17.	7.9.
9.4	118,810.	11,788.	9.9.	118,221.	10,393.	8.8.
8.5.	9,745.	798.	8.2.	9,570.	840.	8.8.
8.7.	9,122.	780.	8.6.	9,030.	804.	8.9.
8.2.	8,833.	691.	7.8.	8,702.	747.	8.6.
8.3.	9,220.	721.	7.8.	9,488.	830.	8.7.
10.8.	11,193.	1,201.	10.7.	11,579.	1,259.	10.9.
11.0.	23,147.	2,684.	11.6.	22,738.	2,385.	10.5.
11.2	19,390.	2,454.	12.7.	18,524.	1,792.	9.7.
9.0.	14,485.	1,549.	10.7.	13,591.	985.	7.2.
6.2.	8,306.	592.	7.1.	8,602.	456.	5.3.
4.8.	5097.	263.	5.2.	6,247.	279.	4.5.
16.8.	272.	55.	20.2.	150.	16.	10.7.

Negro population — Table A2 — Con.
1920

City and age group.	Both sexes. Total.	Both sexes. Negro. Number.	Both sexes. Negro. Per cent.	Males. Total.	Males. Negro. Number.	Males. Negro. Per cent.	Females. Total.	Females. Negro. Number.	Females. Negro. Per cent.
Detroit, Mich.									
All ages, number	993,678.	40,838.	4.1.	540,248.	23,605.	4.4.	453,430.	17,233.	3.8.
Under 5 years	112,117.	2,482.	2.2.	56,669.	1,229.	2.2.	55,448.	1,253.	2.3.
5 to 9 years	88,245.	2,187.	2.5.	44,314.	1,027.	2.3.	43,931.	1,160.	2.6.
10 to 14 years	68,702.	1,907.	2.8.	34,504.	952.	2.8.	34,198.	955.	2.8.
15 to 19 years	70,156.	2,683.	3.8.	35,416.	1,407.	4.0.	34,740.	1,276.	3.7.
20 to 24 years	109,458.	6,508.	5.9.	59,032.	3,639.	6.2.	50,426.	2,869.	5.7.
25 to 34 years	241,609.	12,837.	5.3.	139,492.	7,489.	5.4.	102,117.	5,348.	5.2.
35 to 44 years	150,079.	7,611.	5.1.	88,562.	4,892.	5.5.	61,517.	2,719.	4.4.
45 to 54 years	83,989.	3,266.	3.9.	47,323.	2,233.	4.7.	36,666.	1,033.	2.8.
55 to 64 years	43,755.	839.	1.9.	22,807.	477.	2.1.	20,948.	362.	1.7.
65 years and over	24,708.	415.	1.7.	11,524.	186.	1.6.	13,184.	229.	1.7.
Age unknown	860.	103.	12.0.	605.	74.	12.2.	255.	29.	11.4.
Indianapolis, Ind.									
All ages, number	314,194.	34,678.	11.0.	155,839.	17,378.	11.2.	158,355.	17,300.	10.9.
Under 5 years	25,504.	2,480.	9.7.	12,798.	1,202.	9.4.	12,706.	1,278.	10.1.
5 to 9 years	24,641.	2,647.	10.7.	12,349.	1,317.	10.7.	12,292.	1,330.	10.8.
10 to 14 years	23,185.	2,583.	11.1.	11,516.	1,244.	10.8.	11,669.	1,339.	11.5.
15 to 19 years	24,899.	2,646.	10.6.	11,897.	1,262.	10.6.	13,002.	1,384.	10.6.
20 to 24 years	30,511.	3,686.	12.1.	14,555.	1,739.	11.9.	15,956.	1,947.	12.2.
25 to 34 years	69,631.	7,460.	12.3.	30,036.	3,625.	12.1.	30,595.	3,835.	12.5.
35 to 44 years	50,292.	6,303.	12.5.	25,385.	3,295.	13.0.	24,907.	3,008.	12.1.
45 to 54 years	37,287.	3,990.	10.7.	19,250.	2,195.	11.4.	18,037.	1,795.	10.0.
55 to 64 years	21,525.	1,701.	7.9.	10,803.	918.	8.5.	10,722.	783.	7.3.
65 years and over	14,513.	1,031.	7.1.	6,784.	508.	7.5.	7,729.	523.	6.8.
Age unknown	1,206.	151.	12.5.	466.	73.	15.7.	740.	78.	10.5.

	Males.			Females.		
		Negro.			Negro.	
Per cent	Total.	Number.	Per cent.	Total.	Number.	Per cent.
8. 4.1	540,248	23,605	4.4	453,430	17,233	3.8
2. 2.2	56,669	1,229	2.2	55,448	1,253	2.3
7. 2.5	44,314	1,027	2.3	43,931	1,160	2.6
7. 2.8	34,504	952	2.8	34,198	955	2.8
3. 3.8	35,416	1,407	4.0	34,740	1,276	3.7
8. 5.9	59,032	3,639	6.2	50,426	2,869	5.7
7. 5.3	139,492	7,489	5.4	102,117	5,348	5.2
1. 5.1	88,562	4,892	5.5	61,517	2,719	4.4
6. 3.9	47,323	2,233	4.7	36,666	1,033	2.8
9. 1.9	22,807	477	2.1	20,948	362	1.7
5. 1.7	11,524	186	1.6	13,184	229	1.7
3. 12.0	605	74	12.2	255	29	11.4
8. 11.0	155,839	17,378	11.2	158,355	17,300	10.9
0. 9.7	12,798	1,202	9.4	12,706	1,278	10.1
7. 10.7	12,349	1,317	10.7	12,292	1,330	10.8
3. 11.1	11,516	1,244	10.8	11,669	1,339	11.5
6. 10.6	11,897	1,262	10.6	13,002	1,384	10.6
6. 12.1	14,555	1,739	11.9	15,956	1,947	12.2
0. 12.3	30,036	3,625	12.1	30,595	3,835	12.5
3. 12.5	25,385	3,295	13.0	24,907	3,008	12.1
0. 10.7	19,250	2,195	11.4	18,037	1,795	10.0
1. 7.9	10,803	918	8.5	10,722	783	7.3
1. 7.1	6,784	508	7.5	7,729	523	6.8
51. 12.5	466	73	15.7	740	78	10.5

Negro migration - Table A 2 - Con.
1920

City and age group.	Both sexes. Total.	Both sexes. Negro. Number.	Both sexes. Negro. Per cent.	Males. Total.	Males. Negro. Number.	Males. Negro. Per cent.	Females. Total.	Females. Negro. Number.	Females. Negro. Per
Kansas City, Mo.									
All ages, number	324,410.	30,719.	9.5	162,362.	15,472.	9.5.	162,048.	15,247.	
Under 5 years	24,000.	1,462.	6.1.	12,113.	711.	5.9.	11,887.	751.	
5 to 9 years	23,356.	1,617.	6.9.	11,693.	772.	6.6.	11,663.	845.	
10 to 14 years	22,138.	1,690.	7.6.	11,084.	814.	7.3.	11,054.	876.	
15 to 19 years	23,905.	1,974.	8.3.	11,040.	851.	7.7.	12,865.	1,123.	
20 to 24 years	32,268.	3,236.	10.0.	14,851.	1,406.	9.5.	17,417.	1,830.	
25 to 34 years	68,930.	7,789.	11.3.	33,746.	3,774.	11.2.	35,184.	4,015.	
35 to 44 years	55,540.	6,884.	12.4.	28,857.	3,729.	12.9.	26,683.	3,155.	
45 to 54 years	38,315.	3,817.	10.0.	20,457.	2,215.	10.8.	17,858.	1,602.	
55 to 64 years	21,461.	1,297.	6.0.	11,481.	723.	6.3.	9,980.	574.	
65 years and over	13,736.	739.	5.4.	6,646.	350.	5.3.	7,090.	389.	
Age unknown	761.	214.	28.1.	394.	127.	32.2.	367.	87.	
New Bedford, Mass.									
All ages, number	121,217.	4,998.	4.1.	59,388.	2,756.	4.6.	61,829.	2,242.	
Under 5 years	12,977.	747.	5.8.	6,477.	362.	5.6.	6,500.	385.	
5 to 9 years	11,899.	470.	3.9.	5,811.	215.	3.7.	6,088.	255.	
10 to 14 years	10,503.	353.	3.4.	5,107.	163.	3.2.	5,396.	190.	
15 to 19 years	10,126.	319.	3.2.	4,883.	174.	3.6.	5,243.	145.	
20 to 24 years	11,685.	494.	4.2.	5,423.	314.	5.8.	6,262.	180.	
25 to 34 years	22,352.	1,079.	4.8.	11,177.	637.	5.7.	11,175.	442.	
35 to 44 years	17,123.	808.	4.7.	8,643.	507.	5.9.	8,480.	301.	
45 to 54 years	12,583.	399.	3.2.	6,404.	241.	3.8.	6,179.	158.	
55 to 64 years	7,205.	196.	2.7.	3,416.	92.	2.7.	3,789.	104.	
65 years and over	4,741.	132.	2.8.	2,035.	50.	2.5.	2,706.	52.	
Age unknown	23.	1.	(1).	12.	1.	(1).	11.	--	

1 Per cent not shown, base being less than 100.

Negro.		Males.			Females.		
		Total.	Negro.		Total.	Negro.	
Number.	Per cent.		Number.	Per cent.		Number.	Per cent.
30,719	9.5	162,362	15,472	9.5	162,048	15,247	9.4
1,462	6.1	12,113	711	5.9	11,887	751	6.3
1,617	6.9	11,693	772	6.6	11,663	845	7.2
1,690	7.6	11,084	814	7.3	11,054	876	7.9
1,974	8.3	11,040	851	7.7	12,865	1,123	8.7
3,236	10.0	14,851	1,406	9.5	17,417	1,830	10.5
7,789	11.3	33,746	3,774	11.2	35,184	4,015	11.4
6,884	12.4	28,857	3,729	12.9	26,683	3,155	11.8
3,817	10.0	20,457	2,215	10.8	17,858	1,602	9.0
1,297	6.0	11,481	723	6.3	9,980	574	5.8
739	5.4	6,646	350	5.3	7,090	389	5.5
214	28.1	394	127	32.2	367	87	23.7
4,998	4.1	59,388	2,756	4.6	61,829	2,242	3.6
747	5.8	6,477	362	5.6	6,500	385	5.9
470	3.9	5,811	215	3.7	6,088	255	4.2
353	3.4	5,107	163	3.2	5,396	190	3.5
319	3.2	4,883	174	3.6	5,243	145	2.8
494	4.2	5,423	314	5.8	6,262	180	2.9
1,079	4.8	11,177	637	5.7	11,175	442	4.0
808	4.7	8,643	507	5.9	8,480	301	3.5
399	3.2	6,404	241	3.8	6,179	158	2.6
196	2.7	3,416	92	2.7	3,789	104	2.7
132	2.8	2,035	50	2.5	2,706	82	3.0
1	(1)	12	1	(1)	11	--	--

t, not shown, base being less than 100.

Negro migration — Table A 2 — 1910

City and age group.	Both sexes. Total.	Both sexes. Negro. Number.	Both sexes. Negro. Per cent.	Males. Total.	Males. Negro. Number.	Males. Negro. Per cent.	Females. Total.	Females. Negro. Number.	Females. Negro. Per
New York, N. Y.									
All ages, number	5,620,048	152,467	2.7	2,802,638	72,351	2.6	2,817,410	80,116	
Under 5 years	560,869	11,147	2.0	283,873	5,466	1.9	276,996	5,681	
5 to 9 years	536,490	8,833	1.6	269,451	4,271	1.6	267,039	4,562	
10 to 14 years	494,867	7,961	1.6	248,289	3,602	1.5	246,578	4,359	
15 to 19 years	453,758	9,592	2.1	219,332	4,089	1.9	234,426	5,503	
20 to 24 years	545,660	19,499	3.6	249,761	8,427	3.4	295,899	11,072	
25 to 34 years	1,089,119	42,172	3.9	543,405	19,888	3.7	545,714	22,284	
35 to 44 years	853,636	31,242	3.7	443,041	15,753	3.6	410,595	15,489	
45 to 54 years	585,683	14,578	2.5	303,064	7,681	2.5	282,619	6,897	
55 to 64 years	315,930	4,701	1.5	157,920	2,107	1.3	158,010	2,594	
65 years and over	176,231	2,423	1.4	79,860	915	1.1	96,371	1,508	
Age unknown	7,805	319	4.1	4,642	152	3.3	3,163	167	
Newark, N. J.									
All ages, number	414,524	16,977	4.1	209,200	8,552	4.1	205,324	8,425	
Under 5 years	44,559	1,467	3.3	22,619	718	3.2	21,940	749	
5 to 9 years	42,531	1,443	3.4	21,284	738	3.5	21,247	705	
10 to 14 years	37,604	1,245	3.3	18,891	613	3.2	18,713	632	
15 to 19 years	33,778	1,296	3.8	16,443	608	3.7	17,335	688	
20 to 24 years	38,487	1,835	4.8	18,105	719	4.0	20,382	1,116	
25 to 34 years	77,553	3,881	5.0	39,691	1,975	5.0	37,862	1,906	
35 to 44 years	60,733	3,200	5.3	32,253	1,677	5.2	28,480	1,523	
45 to 54 years	42,636	1,750	4.1	22,476	1,048	4.7	20,160	702	
55 to 64 years	23,142	574	2.5	11,557	326	2.8	11,585	248	
65 years and over	13,294	271	2.0	5,776	123	2.1	7,518	148	
Age unknown	207	15	7.2	105	7	6.7	102	8	

Negro. Number	Negro. Per cent	Males. Total	Males. Negro. Number	Males. Negro. Per cent	Females. Total	Females. Negro. Number	Females. Negro. Per cent
52,467	2.7	2,802,638	72,351	2.6	2,817,410	80,116	2.8
11,147	2.0	283,873	5,466	1.9	276,996	5,681	2.1
8,833	1.6	269,451	4,271	1.6	267,039	4,562	1.7
7,961	1.6	248,289	3,602	1.5	246,578	4,359	1.8
9,592	2.1	219,332	4,089	1.9	234,426	5,503	2.3
19,499	3.6	249,761	8,427	3.4	295,899	11,072	3.7
42,172	3.9	543,405	19,888	3.7	545,714	22,284	4.1
31,242	3.7	443,041	15,753	3.6	410,595	15,489	3.8
14,578	2.5	303,064	7,681	2.5	282,619	6,897	2.4
4,701	1.5	157,920	2107	1.3	158,010	2,594	1.6
2,423	1.4	79,860	915	1.1	96,371	1,508	1.6
319	4.1	4,642	152	3.3	3,163	167	5.3
16,977	4.1	209,200	8,552	4.1	205,324	8,425	4.1
1,467	3.3	22,619	718	3.2	21,940	749	3.4
1,443	3.4	21,284	738	3.5	21,247	705	3.3
1,245	3.3	18,891	613	3.2	18,713	632	3.4
1,296	3.8	16,443	608	3.7	17,335	688	4.0
1,835	4.8	18,105	719	4.0	20,382	1,116	5.5
3,881	5.0	39,691	1,975	5.0	37,862	1,906	5.0
3,200	5.3	32,253	1,677	5.2	28,480	1,523	5.3
1,750	4.1	22,476	1,048	4.7	20,160	702	3.5
574	2.5	11,557	326	2.8	11,585	248	2.1
271	2.0	5,776	123	2.1	7,518	148	2.0
15	7.2	105	7	6.7	102	8	7.8

Negro migration — Table A 2
1920

City and age group.	Both sexes. Total.	Both sexes. Negro. Number.	Both sexes. Negro. Per cent.	Males. Total.	Males. Negro. Number.	Males. Negro. Per cent.	Females. Total.	Females. Negro. Number.	Females. Negro. Per cent.
Philadelphia, Pa.									
All ages, number	1,823,779.	134,229.	7.4.	907,633.	67,132.	7.4.	916,146.	67,097.	7.3.
Under 5 years	178,669.	9,769.	5.5.	89,762.	4,762.	5.3.	88,907.	5,007.	5.6.
5 to 9 years	167,444.	9,403.	5.6.	84,199.	4,574.	5.4.	83,245.	4,829.	5.8.
10 to 14 years	153,753.	8,595.	5.6.	76,833.	4,081.	5.3.	76,920.	4,514.	5.9.
15 to 19 years	143,305.	9,472.	6.6.	69,756.	4,283.	6.1.	73,549.	5,189.	7.1.
20 to 24 years	170,687.	16,229.	9.5.	81,305.	7,420.	9.1.	89,382.	8,809.	9.9.
25 to 34 years	337,214.	31,937.	9.5.	169,320.	15,465.	9.1.	167,894.	16,472.	9.8.
35 to 44 years	271,675.	26,777.	9.9.	139,117.	14,288.	10.3.	132,558.	12,489.	9.4.
45 to 54 years	205,001.	14,579.	7.1.	105,133.	8,613.	8.2.	99,868.	5,966.	6.0.
55 to 64 years	118,043.	4,690.	4.0.	57,823.	2,417.	4.2.	60,220.	2,273.	3.8.
65 years and over	76,449.	2,488.	3.3.	33,600.	1,085.	3.2.	42,849.	1,403.	3.3.
Age unknown	1,539.	290.	18.8.	785.	144.	18.3.	754.	146.	19.4.
Pittsburgh, Pa.									
All ages, number	588,343.	37,725.	6.4.	296,260.	19,913.	6.7.	292,083.	17,812.	6.1.
Under 5 years	62,006.	2,732.	4.4.	30,982.	1,337.	4.3.	31,024.	1,395.	4.5.
5 to 9 years	57,764.	2,821.	4.9.	29,203.	1,400.	4.8.	28,561.	1,421.	5.0.
10 to 14 years	52,619.	2,839.	5.4.	26,387.	1,364.	5.2.	26,232.	1,475.	5.6.
15 to 19 years	48,172.	2,694.	5.6.	23,139.	1,297.	5.6.	25,033.	1,397.	5.6.
20 to 24 years	53,873.	4,262.	7.9.	25,567.	2,154.	8.4.	28,306.	2,108.	7.4.
25 to 34 years	108,564.	8,277.	7.6.	55,164.	4,251.	7.7.	53,400.	4,026.	7.5.
35 to 44 years	89,276.	7,704.	8.6.	46,805.	4,286.	9.2.	42,471.	3,418.	8.0.
45 to 54 years	62,264.	4,456.	7.2.	33,061.	2,770.	8.4.	29,203.	1,686.	5.8.
55 to 64 years	33,515.	1,284.	3.8.	16,769.	742.	4.4.	16,746.	542.	3.1.
65 years and over	19,709.	595.	3.0.	8,843.	277.	3.1.	10,866.	318.	2.9.
Age unknown	581.	61.	10.5.	340.	35.	10.3.	241.	26.	10.8.

	Per cent.	Males. Total	Males. Negro. Number	Males. Negro. Per cent	Females. Total	Females. Negro. Number	Females. Negro. Per cent
9.	7.4	907,633	67,132	7.4	916,146	67,097	7.3
9.	5.5	89,762	4,762	5.3	88,907	5,007	5.6
3.	5.6	84,199	4,574	5.4	83,245	4,829	5.8
5.	5.6	76,833	4,081	5.3	76,920	4,514	5.9
2.	6.6	69,756	4,283	6.1	73,549	5,189	7.1
9.	9.5	81,305	7,420	9.1	89,382	8,809	9.9
7.	9.5	169,320	15,465	9.1	167,894	16,472	9.8
7.	9.9	139,117	14,288	10.3	132,558	12,489	9.4
9.	7.1	105,133	8,613	8.2	99,868	5,966	6.0
0.	4.0	57,823	2,417	4.2	60,220	2,273	3.8
8.	3.3	33,600	1,085	3.2	42,849	1,403	3.3
0.	18.8	785	144	18.3	754	146	19.4
5.	6.4	296,260	19,913	6.7	292,083	17,812	6.1
2.	4.4	30,982	1,337	4.3	31,024	1,395	4.5
1.	4.9	29,203	1,400	4.8	28,561	1,421	5.0
9.	5.4	26,387	1,364	5.2	26,232	1,475	5.6
4.	5.6	23,139	1,297	5.6	25,033	1,397	5.6
2.	7.9	25,567	2,154	8.4	28,306	2,108	7.4
7.	7.6	55,164	4,251	7.7	53,400	4,026	7.5
4.	8.6	46,805	4,286	9.2	42,471	3,418	8.0
6.	7.2	33,061	2,770	8.4	29,203	1,686	5.8
4.	3.8	16,769	742	4.4	16,746	542	3.1
5.	3.0	8,843	277	3.1	10,866	318	2.9
1.	10.5	340	35	10.3	241	26	10.8

Negro migration - Table A 2 - Con.
1920

City and age group.	Both sexes. Total	Both sexes. Negro. Number	Both sexes. Negro. Per cent	Males. Total	Males. Negro. Number	Males. Negro. Per cent	Females. Total	Females. Negro. Number	Females. Negro. Per ce
St. Louis, Mo.									
All ages, number	772,897	69,854	9.0	383,402	35,359	9.2	389,495	34,495	
Under 5 years	58,703	4,143	7.1	29,836	2,010	6.7	28,867	2,133	
5 to 9 years	61,030	4,476	7.3	30,771	2,209	7.2	30,259	2,267	
10 to 14 years	61,524	4,768	7.7	30,597	2,253	7.4	30,927	2,515	
15 to 19 years	63,026	4,953	7.9	29,502	2,240	7.6	33,524	2,713	
20 to 24 years	74,569	7,147	9.6	34,602	3,245	9.4	39,967	3,902	
25 to 34 years	151,606	16,763	11.1	74,233	8,159	11.0	77,373	8,604	1
35 to 44 years	125,292	14,459	11.5	64,219	7,885	12.3	61,073	6,574	1
45 to 54 years	92,085	8,313	9.0	48,086	4,952	10.3	43,999	3,361	
55 to 64 years	52,185	2,956	5.7	26,561	1,562	5.9	25,624	1,394	
65 years and over	32,122	1,732	5.4	14,592	771	5.3	17,530	961	
Age unknown	755	144	19.1	403	73	18.1	352	71	2
Toledo, Ohio									
All ages, number	243,164	5,691	2.3	125,518	3,184	2.5	117,646	2,507	
Under 5 years	22,739	346	1.5	11,538	186	1.6	11,201	160	
5 to 9 years	20,629	315	1.5	10,377	148	1.4	10,252	167	
10 to 14 years	18,921	320	1.7	9,426	156	1.7	9,495	164	
15 to 19 years	19,230	378	2.0	9462	183	1.9	9,768	195	
20 to 24 years	23,595	691	2.9	12,071	351	2.9	11,524	340	
25 to 34 years	48,353	1,533	3.2	25,665	846	3.3	22,688	687	
35 to 44 years	37,437	1,179	3.1	19,977	734	3.7	17,460	445	
45 to 54 years	26,370	600	2.3	14,051	398	2.8	12,319	202	
55 to 64 years	15,581	200	1.3	8,076	112	1.4	7,505	88	
65 years and over	10,183	112	1.1	4,799	60	1.3	5,384	52	
Age unknown	126	17	13.5	76	10	(1)	50	7	

1 Per cent not shown, base being less than 100.

Sexes.			Males.			Females.		
	Negro.		Total.	Negro.		Total.	Negro.	
	Number.	Per cent.		Number.	Per cent.		Number.	Per cent.
	✓		✓	✓		✓	✓	
7	69,854	9.0	383,402	35,359	9.2	389,495	34,495	8.9
3	4,143	7.1	29,836	2,010	6.7	28,867	2,133	7.4
2	4,476	7.3	30,771	2,209	7.2	30,259	2,267	7.5
4	4,768	7.7	30,597	2,253	7.4	30,927	2,515	8.1
6	4,953	7.9	29,502	2,240	7.6	33,524	2,713	8.1
9	7,147	9.6	34,602	3,245	9.4	39,967	3,902	9.8
6	16,763	11.1	74,233	8,159	11.0	77,373	8,604	11.1
2	14,459	11.5	64,219	7,885	12.3	61,073	6,574	10.8
5	8,313	9.0	48,086	4,952	10.3	43,999	3,361	7.6
5	2,956	5.7	26,561	1,562	5.9	25,624	1,394	5.4
2	1,732	5.4	14,592	771	5.3	17,530	961	5.5
5	144	19.1	403	73	18.1	352	71	20.2
	✓		✓	✓		✓	✓	
4	5,691	2.3	125,518	3,184	2.5	117,646	2,507	2.1
9	346	1.5	11,538	186	1.6	11,201	160	1.4
9	315	1.5	10,377	148	1.4	10,252	167	1.6
1	320	1.7	9,426	156	1.7	9,495	164	1.7
0	378	2.0	9462	183	1.9	9,768	195	2.0
5	691	2.9	12,071	351	2.9	11,524	340	3.0
3	1,533	3.2	25,665	846	3.3	22,688	687	3.0
7	1,179	3.1	19,977	734	3.7	17,460	445	2.5
0	600	2.3	14,051	398	2.8	12,319	202	1.6
1	200	1.3	8,076	112	1.4	7,505	88	1.2
3	112	1.1	4,799	60	1.3	5,384	52	1.0
6	17	13.5	76	10	(1)	50	7	(1)

✓ Per cent not shown, base being less than 100.

RG 60
Department of Justice

Straight Numerical Files, 1904–1937

182363 #1

Form No. 1—M. & F.

Department of Justice

MAIL AND FILES DIVISION

(MATERIAL MUST NOT BE REMOVED FROM OR ADDED TO THIS FILE)

File No. 182868
1-99

Claims
355-34

Boxes
1923
1924

SCREENED
BY JMT DATE 11-14-79

See also Nos. 182642
182959

7—874

WCH DHH

ww/jr-

October 26, 1916.

Earl M. Donalson, Esq.,

United States Attorney,

Macon, Georgia.

Sir:

In connection with your investigation of the deportation of negroes from the South to the North, it is desired that in any case where you procure definite information of the shipment of negroes to other points outside of your district, you communicate that information promptly to the United States Attorney concerned, in addition to reporting to this Department.

Respectfully,

For the Attorney General,

(Signed) Saml. J. Graham,

Assistant Attorney General.

182363 - 99
182363
OCT 28 A.M.
MAILS AND FILES DIVISION

WWjr

WCH DHH

October 26, 1916.

William G. Barnhart, Esq.,
United States Attorney,
Charleston, West Virginia.

Sir:

In connection with your investigation of the deportation of negroes from the South to the North, it is desired that in any case where you procure definite information of the shipment of negroes to other points outside of your district, you communicate that information promptly to the United States Attorney concerned, in addition to reporting to this Department.

Respectfully,

For the Attorney General,

(Signed) Saml. J. Graham.
Assistant Attorney General.

182363 - 98
DEPARTMENT OF JUSTICE
OCT 28 A.M.
MAILS AND FILES DIVISION

WWjr

WCH DHH

October 26, 1916.

Stuart W. Walker, Esq.,

United States Attorney,

Martinsburg, West Virginia.

Sir:

In connection with your investigation of the deportation of negroes from the South to the North, it is desired that in any case where you procure definite information of the shipment of negroes to other points outside of your district, you communicate that information promptly to the United States Attorney concerned, in addition to reporting to this Department.

Respectfully,

For the Attorney General,

(Signed) Chas. U. Graham,

Assistant Attorney General.

182363-97

OCT 28 A.M.

WCH DHH

WWjr-

October 26, 1916.

Charles F. Clyne, Esq.,
United States Attorney,
Chicago, Illinois.

Sir:

I hand you herewith, for your information in connection with the investigation of the bringing of negroes from the South to the North, copy of a statement furnished this Department bearing upon the matter.

Respectfully,

For the Attorney General,

(Signed) Saml. F. Gray

Assistant Attorney General.

Inclosure

No. 95396

182363-96

OCT 27 1916
MAILS

WWjr-

WCH DHH

October 26, 1916.

Arthur L. Oliver, Esq.,
United States Attorney,
St. Louis, Missouri.

Sir:

I hand you herewith, for your information in connection with the investigation of the bringing of negroes from the South to the North, copy of a statement furnished this Department bearing upon the matter.

Respectfully,

For the Attorney General,

Samuel Paul J. Gridman,
Assistant Attorney General.

Inclosure
No. 95395

182363-95

WWJr-

WCH-DHH

October 25, 1916.

John L. Neeley, Esq.,

United States Attorney,

Pensacola, Florida.

Sir:

In connection with your investigations of the deportation of negroes from the South to the North, it is desired that in any case where you procure definite information of the shipment of negroes to other points outside of your district, you communicate that information promptly to the United States Attorney concerned, in addition to reporting to this Department.

Respectfully,

For the Attorney General,

(Signed) Saml. J. Graham,

Assistant Attorney General.

182363-94
DEPARTMENT OF JUSTICE
OCT 28 A.M. 1916
MAILS AND FILES DIVISION

WW jr-

WCH DHH

October 26, 1916.

Stuart R. Bolin, Esq.,
United States Attorney,
Columbus, Ohio.

Sir:

I hand you herewith, for your information in connection with the investigation of the bringing of negroes from the South to the North, copy of a statement furnished this Department bearing upon the matter.

Respectfully,
For the Attorney General,
(Signed) Saml. J. Graham.
Assistant Attorney General.

Inclosure
No. 95394

182363-93
DEPARTMENT OF JUSTICE
OCT 28 1 M.

WWjr-

WCH DHH

182363-92

October 26, 1916.

Edwin S. Wertz, Esq.,

United States Attorney,

Cleveland, Ohio.

Sir:

I hand you herewith, for your information in connection with the investigation of the bringing of negroes from the South to the North, copy of a statement furnished this Department bearing upon the matter.

Respectfully,

For the Attorney General,

(Signed) Chas. J. Graham,

Assistant Attorney General.

Inclosure

No. 95393

October 28, 1916.

Memo.:

Letters based upon this letter and facts therein contained, were today sent to

U.S.Attorney, Cleveland, Ohio,

U.S.Attorney, Indianapolis, Indiana,

U.S.Attorney, Columbus, Ohio, and

U.S.Attorney, Pittsburgh, Penna.

Heywood Hardy.

TERMS OF U. S. COURTS.

LOUISVILLE—Second Mondays in March and October.
PADUCAH—Third Mondays in April and November.
OWENSBORO—First Monday in May and fourth Monday in November.
BOWLING GREEN—Third Monday in May and second Monday in December.

DEPARTMENT OF JUSTICE.

OFFICE OF

UNITED STATES ATTORNEY,

WESTERN DISTRICT OF KENTUCKY,

LOUISVILLE.

DEPARTMENT OF JUSTICE
OCT 27 1916
ATTORNEY GENERAL'S OFFICE

October 25, 1916.

See Rec'd

The Attorney General,

Washington, D. C.

Sir:

Further replying to your letters of October 14th, and telegram of October 20, 1916, with reference to transportation of negroes, I wish to advise that Capt. Ed. Tierney, chairman of the Board of Public Safety of this city, has very kindly furnished to me a list of the negroes transported from Louisville to points in Ohio, Indiana and other States, which is enclosed to you herewith. This transportation has been going on since June, 1916.

This list, with the names and destination, together with names of conductors, is sufficiently definite for government inspectors to locate the parties and determine definitely whether the transportation was for an illegal purpose.

Mr. Tierney informs me that a negro by the name of Bear Alexander of Louisville arranges for the transportation of these negroes and receives all telegrams relating to them. I am endeavoring to arrange to have Alexander at my office to-morrow and procure a statement from him, which will be furnished to you in due course.

File DJH 10/28

182363-92

DEPARTMENT OF JUSTICE
OCT 30 P.M. 1916
MAILS AND FILES DIVISION

OCT 30 1916

Respectfully,

Perry Mueller

United States Attorney.

GRAHAM WALLACE-HERRON

Ed T. Turney - Chm Bd Safety

In June 1916, the following negroes were shipped to East Liverpool, Ohio to work for the American Sewer Pipe Company:-

C. C. Smith

Simon Willis

Andrew Gray

Allen Foree

Tom Fryson

Geo. Thomas

F. Ross

F. Jiles

Jim Brown

Clarence Cook

Joe Cornmingmie

Will Johnson

Clark Litsy

Pat. Carpenter

E. Fields

Bob Kerksey

Edw. Asby

Jim Boster

Chas. Bearkley

Wm. Brelford

J. Booker

The following named negroes were shipped to Columbus, Ind.

William Jackson

Walter Mornman

Tom Porter

The following named negroes left Louisville, Ky., during the past summer:-

Geo. Wheeler,	New York, N. Y.
Budd Jones,	Barberton, Ohio
Ewing Dowdy	Pittsburgh, Pa.
Chas. Johnson	Barberton, Ohio
Geo. Brill	" "
Julius Carter	Lexington, Ky
Russell Reed	New York, N. Y.
Rob Johnson	Columbus, Ohio
Will Owsley,	Detroit, Mich
Geo. Swearington,	Pittsburgh, Pa.
Ed Childers	" "
Will Love	Springfield, Ohio

On June 18th, 1916 the following named negroes were shipped to Barberton, Ohio to work for the American Sewer Pipe Co.

Nick Doughlas

Abe Moore

Arthur Kirk

Van Wright

Frank Jones

Aren Lockett

Sam James

Jessie Patterson

Harris Warne

Sherley Rufs

Ed Burton

Earl Wesley

Henry Davis

Will Harris

Edwin S Marty
Cleveland

On June 18th, 1916, the following named negroes were shipped to Youngstown, Ohio to work for the American Sewer Pipe Co.:

Edwin S Marty
Cleveland

Will Hayse	Jos Williams
Sam Hopkins	Sammie Fields
J. F. Barnister	H. K. Lewis
Leroy White	McKinley Ferzell
David Beasley	Ike Carter
Henry Johnson	Tom Brown
Joe Hewitt	Boston Dunville
Essie Roberts	Will Jackson
Hardy Dunn	Chas. Johnson
Jas. Sommers	Geo. Miles
J. H. Collins	E. Gray
Andy Sterferfield	Eliga Morrow
Gilmore Givings	Sam Ford
Tom Walker	

The following named negroes were shipped on June 17th, 1916 to Salem, Ohio to work for the American Sewer Pipe Company:-

Jas. Carter

Ben J Frankling

Will Cole

Frank Lyons

Jim Ball

Geo. Roy

Hugh Scott

Chas. Broadhamas

Hollis Leach

Lewis Buckner

Jno. Ross

Tom Muons

Will Mack

Clarence Kelley

Geo. Ellis

Will Thomas

Charlie Burton

Warner Robinson

Farris Boyd

Edwin S Marty ✓
Cleveland

The following negroes were shipped from Louisville, Ky., during the past Summer to work for the B & O R. R. Company at different points on their system:-

Rich. Alexander	Harry Mitchell
Pink Alexander	Ruoe Murel
Walter Blot	Jno. Stuliven
Sanfords Woods	Jno. Williams
Jno. Woods	Budd Lewis
Jno. Malone	Jno. Henry
Jno. Perkins	Sye Bostic
Pat. Price	Shine Martin
Owen Wilson	Jos. Clay
Buster Brown	Sam Cox
Frank Levels	Harry Marbley
Sam Hughes	Morris Alexander
Norah Brown	Chas. Alexander
Julius Brown	Clarence Camp
Geo. Simmons	Robt. Tinsley
Wilson House	Jerry Williams
Jno. Stokes	Jno. McEwin
Steve Bailey	Alex Moore
Luther Bailey	Jno. King
Jno. Ross	Jim Campbell
Will Ford	Harry Rhodes
Will T. Brady	Robt. Wilson
Alex Lee	Walter Clondy
Green Tuyman	Jerry Young
Will Taylor	Jno. Green
Dan Brown	Alex Downing
Jas. Green	Wylie Brady
Harden Tolbart	Ben Perkins.

The following negroes were shipped from Louisville, Ky., during the past summer to work for the B & O R. R. Company to work at different points on their system:-

Horace Easley
Chas. Marbley
Claude Phillips
Sam Davis
William Owsley
Arthur Farmer
Jim Lyck
Jno. Cummins
Tom Hays
Geo. Alexander
William Kidd
Chas. Goodin
Ed Henderson
Earl Phillips
Robt. Render
Roscoe Scott
Sam Dail
Frank Girten
Ike Shields
Clifford Talbort
Claude Dickerson
Jean Harris
Guss Harris
Lewis Cordin
Buck Evans
LeRoy Basket
Will Smith
Jno. Taylor
Tom Casey
Will Durson
Walter Kencloe
Chas. McDowel
Will Mitchell

The following named negroes were shipped to Barberton, Ohio:-

Geo. Patten

Ed Henderson

Hudson Clay

Jim Lyle

Eugene Clarkson

Nelson Smoot

Claude Phillips

Geo. Cissell

Earl Martin

Jno. Cummings

Jno. Williams

Sandy Hampin

Agie Kemp

Will Peters

Josh Clay

Fred Parker

Ed Scott

30 men left for Columbus, Ind to work for W. P. Masters, Contractor.

20 men went to Jackson, Mich to work for the American Sewer Pipe Co.

100 Men went to Barberton, Ohio to work for Band W. Ammunition Factory

100 men wentto Akron, Ohio to work for American Sewer Pipe Co.

50 men went to Jersey City, N. J. to work for Erie Freight House

50 men went to Akron, Ohio to work for the B & O R. R. Co.,

15 men went to Pittsburgh, Pa to work for the B & O R. R. Co.

50 men went to Cleveland, Ohio to work for the Pittsburgh, Valve Co.

300 men went to Barberton, Ohio to work for the Pittsburgh Valev Co.

The following negroes went to Steubenville, Ohio on May 24th/16.

Stuart R Robin
Columbus

Pat. Price

Spencer Edwards

Robt. Butler

N. P. Gambler

Robt. Johnson

Asker Moore

Jno. Baker

Will Boger

Herbert Prim

Jas. Howard

Walter Waller

Emmett Jones

Leon Flemmings

Pane Doyle

Jeff Buckner

Earl Willett

V. Danial

Jas. Moore

Jenk Fogg

Ernest Cornell

The above named negroes went to work for the American Sewer Pipe Co.

WOH DHH

WWjr-

October 26, 1916.

L. Ert Slack, Esq.,

United States Attorney,

Indianapolis, Indiana.

Sir:

I hand you herewith, for your information in connection with the investigation of the bringing of negroes from the South to the North, copy of a statement furnished this Department bearing upon the matter.

Respectfully,

For the Attorney General,

Assistant Attorney General.

Incl. #95392

182363-91

DEPARTMENT OF JUSTICE
OCT 26 A.M.
NOTE FILES DIVISION

WCH DHH

WWjr-

October 26, 1916.

Frank C. Dailey, Esq.,

Special Assistant to the United States Attorney,

Indianapolis, Indiana.

Sir:

I hand you herewith, for your information in connection with the investigation of the bringing of negroes from the South to the North, a copy of a statement furnished this Department bearing upon the matter.

Respectfully,

For the Attorney General,

Assistant Attorney General.

Inclosure

No. 95591

182363-90
DEPARTMENT OF JUSTICE
OCT 28 A.M.
MAILS AND FILES

WWjr-

WCH DHH

October 26, 1916.

Joseph W. George, Esq.,

United States Attorney,

Jackson, Mississippi.

Sir:

In connection with your investigation of the deportation of negroes from the South to the North, it is desired that in any case where you procure definite information of the shipment of negroes to other points outside of your district, you communicate that information promptly to the United States Attorney concerned, in addition to reporting to this Department.

Respectfully,

For the Attorney General,

Assistant Attorney General.

182363-89
DEPARTMENT OF JUSTICE
OCT 23 A.M. 1916
MAILS AND FILES DIVISION

WCH DHH

WWjr-

October 26, 1916.

Perry B. Miller, Esq.,

United States Attorney,

Louisville, Kentucky.

Sir:

In connection with your investigation of the deportation of negroes from the South to the North, it is desired that in any case where you procure definite information of the shipment of negroes to other points outside of your district, you communicate that information promptly to the United States Attorney concerned, in addition to reporting to this Department.

I hand you herewith for your information copy of a statement furnished this Department relative to the above subject.

Respectfully,

For the Attorney General,

Assistant Attorney General.

Inclosure

No. 95390

182363-88
DEPARTMENT OF JUSTICE
OCT 23 A.M. 1916
MAILS AND FILES DIVISION

The State Free Employment Office at Louisville, Ky., has sent 883 unskilled laborers and 109 skilled workmen to different points in Ohio in the last two or three months, the employers coming in most cases for the men.

About 5,000 men have been brought into Ohio since July by the B. & O. Railroad, the majority from Baltimore but some from St. Louis and Pittsburgh. Also several car loads from Paducah, Ky., Cairo, Ill., and Norfolk, Roanoke and Lynchburg, Va.--all said to be for doing track work.

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At Pekin, Ill., 25 negroes have been taken on to do work upon that section of the Illinois Central Railroad.

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The Lake Shore & Michigan Southern at Toledo have from 200 to 300 southern negroes working at various jobs. There is a number also at Fremont in the Lincoln Foundry. In Cleveland about 400 are in a foundry where a strike is on. Southern negroes seem to be pretty well scattered through Ohio, having apparently been shipped

there for the most part from Chattanooga, Tenn.

In July and August several hundred negroes were brought to Portsmouth, Ohio, to work on the Chesapeake & Ohio Northern Railroad branch from Scioto ville, Ohio, to Columbus.

A special article on the subject appears in the Cleveland Plain Dealer of October 20, 1916. A freight handlers' situation at the Cleveland, O., freight shops is said to be significant.

Most of the railroads entering Cincinnati are reported to be handling a large number of negro laborers, ostensibly for freight-handling purposes, and paying them weekly, whereas the roads have heretofore been paying their workmen bimonthly.

The Cincinnati Inquirer of October 20th has an article on the general subject.

Reports from Illinois are to the effect that two train loads of negroes were recently brought into St. Louis (probably more, but only these two are specifically reported), ostensibly for railroad employment, but not unlikely for voting purposes, inasmuch as it is reported that strange negroes are trying to register in various nearby places.

There are more negroes on local railroad work in Joliet, Ill., than ever before, and the Chicago & Alton Railroad has had negroes from the South on its section work all along the line during the summer.

A plate glass company at Kokomo, Ind., has about 35 strange negroes employed who were brought there in connection with a labor dispute.

From 50 to 75 negro bricklayers were brought directly from the South to Columbus, Ohio, in connection with a strike at the latter place several weeks ago, and all are employed there now.

The Pennsylvania lines have about 25 negroes from Florida at construction work on a line from Frankfort to Indianapolis, Ind.

There appears to be some truth in the reports that negroes of the South are coming into West Virginia ostensibly for railroad and mining work.

An unusual number of negroes has for some time past been noticed in the region of East Liverpool, Ohio. The Pennsylvania Railroad is employing an unusual number in section gangs and in car-repairing shops. So are contractors in building new roads and in grading and paving.

At Wellsville, Ohio, the C. & R. and the Pennsylvania were recently negotiating for a 14-roomed house for their negro employes working in the car-repairing department.

Early in the summer about two car loads of negroes from Virginia were landed in New Cumberland, a small town 10 miles west of East Liverpool, but on the West Virginia side of the Ohio River. They were employed in the brick yards and the sewer-pipe works. A considerable number are employed by the Crucible Steel Company in

Midland, Pa., a small town 5 miles east of East Liverpool. They are reported as getting the same wages as white men but as hardly doing as much work, from which it is inferred that they would not be employed if white labor could be had.

The Illinois Central is building a cut-off branch about four miles long at Effingham, Ill., and has on the work from 50 to a hundred negro laborers employed by the Lynch Construction Company of Monmouth, Ill. From Evansville, Ind., it is stated that there has been a great deal of negro immigration from the South during the past four months and that it stopped with registration day. In this place the New York Central has been asking for a large number of colored laborers, being ready to take on several hundred. Since June the Indiana Free Employment Offices at Evansville have had requests that would aggregate from 3,000 to 15,000 laborers, who were for the most part shipped into Indiana, though some were shipped through to Ohio, coming from Kentucky and the South. About 2,000 negro workmen have been brought to Youngstown, Ohio, for employment on construction work for steam and electric railways. They appear to have thought they were coming north to work in coal mines, but upon arrival found that common labor was their principal employment. Estimates at Youngstown place the number of negro laborers brought into Ohio at from 20,000 to 25,000. Those that were brought in a few months ago attempted to register in Youngstown, but were

watched so closely that they do not appear to have succeeded in effecting any false registrations. It is anticipated, however, that a large number of them will endeavor to vote in some way or other.

SAM'L J. GRAHAM,
ASSISTANT ATTORNEY GENERAL.

Department of Justice,
Washington.

October 25, 1916.

Mr. Herron:

Am sending up some letters. You will note that Mr. Miller states that he has sent a copy of his letter to Mr. Slattery. I suggest that letters be written to the district attorneys instructing them when they receive information as to the destination of these people that in addition to writing to this Department they should write to the district attorney in whose district the places are located in each instance and give such information as has been obtained. This will save time and may be important in some instances. Also have the district attorney in his report to the Department state to what other district attorneys he has written. Impress upon them the importance of doing this.

S.J.G.

Assistant Attorney General.

file in Sand election p. c.

Herron

182363-88
DEPARTMENT OF JUSTICE
OCT 30 A.M. 1916
MAILS AND FILES DIVISION
GRAHAM WALLACE-HERRON

CIRCUIT AND DISTRICT COURTS.

GREENSBORO—First Mondays in June and December.
STATESVILLE—Third Mondays in April and October.
ASHEVILLE—First Mondays in May and November.
WILKESBORO—Fourth Mondays in May and November.
CHARLOTTE—First Mondays in April and October.
SALISBURY—Fourth Mondays in April and October.

Department of Justice.

Office of United States Attorney,

WESTERN DISTRICT OF NORTH CAROLINA.

Ashboro. October 26, 1916.

PUBLIC LANDS DIVISION
OCT 28 A M
RECEIVED

The Attorney General,

Washington.

Sir:

Replying to your letter of October 14, relating to the charge that a large number of negroes are being sent from the South to the North for the purpose of illegally voting at the coming election, I have to say that the counties in which this condition of affairs is said to exist are not in my district. Large numbers of negroes have been sent during the last eighteen months, and especially during the last eight months, from the counties of Lee, Moore, Harnett, Cumberland and others in the Eastern District of North Carolina, and I have been informed that they were taken to States with a view to colonizing them for the purpose of voting them at the coming election.

Respectfully,

Wm C Hammer

U. S. Attorney.

WCH-G.

NOV 1 1916

file
WCH
per JCB

182363-87
DEPARTMENT OF JUSTICE
OCT 28 A. M. 1916
MAIL & FILES DIVISION
GRAHAM
WALLACE-HERRON

Form 1201

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON. PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

A220 B 34 GOVT RATE

FA COLUMBUS O 249 P 24

THE ATTORNEY GENERAL 1023

WASHINGTON DC

I respectfully request immediate by wire to apport
KEEVE RETROACTING RESPIRED LACTATION DRAGGLE TATTED COLLATOR
Bennett special Asst on election fraud investigation
VOKV FILLIMAS SMELT CONSERVE PARBOIL GILL IMITATOR MANLIER
same subject to your confirmation Please wire any
SALIFIED SPUNK TATTED XATCHED ETCHED POP WARBLE COCKLE
suggestion or instructions.
STARLING PARTHIAN LUFFS

BOLIN

US ATTORNEY

File
Clk

182363-85

DEPARTMENT OF JUSTICE
OCT 28 A.M. 1916
MAILS AND FILES DIVISION
GRAHAM APPT. CLERK

Form 1207

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

A231 B 20 GOVT

OCT 26 1916

FA COLUMBUS O 253 P 25

THE ATTORNEY GENERAL 1059

WASHINGTON DC

Telegram rec'd seven Tonight north Baltimore

SUNNED LEAVE SEINE TEASPOON OVER RECKON CROUPIER SHALL

ENDEAVOR TO MAKE FEPFIPMULAS TEAL

Barberton tomorrow

HUGH M BENNETT.

4206

OCT 28 1930

RECORDED

File
cuk

182363-86

DEPARTMENT OF JUSTICE
OCT 28 A.M. 1916
MAILS AND FILES DIVISION
GRAHAM

W. B. HINKLE. C. L. HINKLE.

Hinkle Shoe Co.

MANUFACTURERS AND JOBBERS OF

BOOTS AND SHOES

113-115 UP. FIRST ST.

EVANSVILLE, IND.

October 23, 1916

Mr. James B. Mc Reynolds,

Attorney General,

Washington, D. C.

Dear Sir:

My Line of business is a traveling salesmen, selling shoes in southern Illinois. A good portion of my territory is on the C. C. C. & St. L., commonly called the Big Four. I travel over this from Carmi to Cairo, Ill., For the past two months, the Big Four has been carrying negroes from Cairo and other places in Missouri and Kentucky, and I am informed that they have carried over one thousand from Cairo alone. On inquiry as to where they are going, I was informed by the train crew, that they were carrying them to northern Ohio and Indiana for construction work on railroads, but it may be possible that they are intending to vote them in doubtful states.

I noticed from the newspapers that negroes are being colonized in Indiana and Ohio supposedly for being voted so I thought I would notify you of the movements in southern Illinois.

Yours truly,

RECORDED
182363-84
DEPARTMENT OF JUSTICE
OCT 27 P.M. 16
MAILS AND FILES DIVISION
GRAHAM WALLACE-HERRON

Department of Justice.

TELEGRAM RECEIVED.

Iowa 15

Indianapolis, Ind. October 24, 1916

Attorney General,

Washington, D.C.

Leave Indianapolis two fifty five this afternoon, due to arrive Washington twelve thirty five Wednesday.

Frank C. Dailey.

3.5o PM.

File

782363-83

DEPARTMENT OF JUSTICE
OCT 28 A. M. 1916
MAILS AND FILES DIVISION
GRAHAM

SJG-L

182363-82

October 27, 1916.

McGill,
Acting U. S. Attorney,
Pittsburgh, Pa.

Wire known facts upon which you base request for two additional agents. Use code.

Gregory

Department of Justice

TELEGRAM RECEIVED.

11P.O. 23. 3 Ex. G.R.

Pittsburg, Pa., October 27,1916.

Attorney General,

Washington,D.C.

Pittsburg office needs two additional agents immediately to assist Mathews in investigation Shipment of Negroes.

McGill,

Acting U.S.Attorney.

12:46 p.m.

182363-82
DEPARTMENT OF JUSTICE
OCT 27 A.M. 16
MAILS AND FILES DIVISION
WALLACE-HERRON-KELLAS
GRAHAM
RECORDED

DEPARTMENT OF LABOR
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON

DEPARTMENT OF JUSTICE
OCT 2 1916
ATTORNEY GENERAL'S OFFICE

182363-81
DEPARTMENT OF JUSTICE
OCT. 27 A.M. 1916
MAILS
GRAHAM WALLACE-HERRON

October 25, 1916.

Hon. T. W. Gregory,
Attorney General,
Washington, D. C.

Dear Mr. Gregory:

The State Free Employment Office at Louisville, Ky., has sent 883 unskilled laborers and 109 skilled workmen to different points in Ohio in the last two or three months, the employers coming in most cases for the men.

About 5,000 men have been brought into Ohio since July by the B. & O. Railroad, the majority from Baltimore but some from St. Louis and Pittsburgh. Also several car loads from Paducah, Ky., Cairo, Ill., and Norfolk, Roanoke and Lynchburg, Va.--all said to be for doing track work.

About 200 have been brought to Akron, Ohio, from Birmingham, Ala., and vicinity and a few from Mississippi.

At Pekin, Ill., 25 negroes have been taken on to do work upon that section of the Illinois Central Railroad.

Unskilled labor from the South into Ohio appears to be going to the northern part of the State (to towns like Lima) where it is being used in mills to take the place apparently of home-bound aliens.

The Lake Shore & Michigan Southern at Toledo have from 200 to 300 southern negroes working at various jobs. There is a number also at Fremont in the Lincoln Foundry. In Cleveland about 400 are in a foundry where a strike is on. Southern negroes seem to be pretty well scattered through Ohio, having apparently been shipped

there for the most part from Chattanooga, Tenn.

In July and August several hundred negroes were brought to Portsmouth, Ohio, to work on the Chesapeake & Ohio Northern Railroad branch from Sciotoville, Ohio, to Columbus.

A special article on the subject appears in the Cleveland Plain Dealer of October 20, 1916. A freight handlers' situation at the Cleveland, O., freight shops is said to be significant.

Most of the railroads entering Cincinnati are reported to be handling a large number of negro laborers, ostensibly for freight-handling purposes, and paying them weekly, whereas the roads have heretofore been paying their workmen bimonthly.

The Cincinnati Inquirer of October 20th has an article on the general subject.

Reports from Illinois are to the effect that two train loads of negroes were recently brought into St. Louis (probably more, but only these two are specifically reported), ostensibly for railroad employment, but not unlikely for voting purposes, inasmuch as it is reported that strange negroes are trying to register in various nearby places.

There are more negroes on local railroad work in Joliet, Ill., than ever before, and the Chicago & Alton Railroad has had negroes from the South on its section work all along the line during the summer.

A plate glass company at Kokomo, Ind., has about 35 strange negroes employed who were brought there in connection with a labor dispute.

From 50 to 75 negro bricklayers were brought directly from the South to Columbus, Ohio, in connection with a strike at the latter place several weeks ago, and all are employed there now.

The Pennsylvania lines have about 25 negroes from Florida at construction work on a line from Frankfort to Indianapolis, Ind.

There appears to be some truth in the reports that negroes of the South are coming into West Virginia ostensibly for railroad and mining work.

An unusual number of negroes has for some time past been noticed in the region of East Liverpool, Ohio. The Pennsylvania Railroad is employing an unusual number in section gangs and in car-repairing shops. So are contractors in building new roads and in grading and paving.

At Wellsville, Ohio, the C. & R. and the Pennsylvania were recently negotiating for a 14-roomed house for their negro employes working in the car-repairing department.

Early in the summer about two car loads of negroes from Virginia were landed in New Cumberland, a small town 10 miles west of East Liverppol, but on the West Virginia side of the Ohio River. They were employed in the brick yards and the sewer-pipe works. A considerable number are employed by the Crucible Steel Company in

Midland, Pa., a small town 5 miles east of East Liverpool. They are reported as getting the same wages as white men but as hardly doing as much work, from which it is inferred that they would not be employed if white labor could be had.

The Illinois Central is building a cut-off branch about four miles long at Effingham, Ill., and has on the work from 50 to a hundred negro laborers employed by the Lynch Construction Company of Monmouth, Ill. From Evansville, Ind., it is stated that there has been a great deal of negro immigration from the South during the past four months and that it stopped with registration day. In this place the New York Central has been asking for a large number of colored laborers, being ready to take on several hundred. Since June the Indiana Free Employment Offices at Evansville have had requests that would aggregate from 3,000 to 15,000 laborers, who were for the most part shipped into Indiana, though some were shipped through to Ohio, coming from Kentucky and the South. About 2,000 negro workmen have been brought to Youngstown, Ohio, for employment on construction work for steam and electric railways. They appear to have thought they were coming north to work in coal mines, but upon arrival found that common labor was their principal employment. Estimates at Youngstown place the number of negro laborers brought into Ohio at from 20,000 to 25,000. Those that were brought in a few months ago attempted to register in Youngstown, but were

watched so closely that they do not appear to have succeeded in effecting any false registrations. It is anticipated, however, that a large number of them will endeavor to vote in some way or other.

Very truly yours,

Louis F. Post

Assistant Secretary.

Pw

Feb 1[illegible]

1st Letter	1st Letter	2nd Letter (with Enclosure)
Write to:	N. Fla ✓	✓ Frank C Dailey & Son & Co Indianapolis.
	S. Fla ✓	✓ G. Ent Co "
	E. N. Caro ✓	✓ N Ohio
	W. N. Caro. ✓	✓ S Ohio
	E. S. Caro ✓	✓ E. Mo.
	W. S Caro ✓	✓ N. Ill (Joliet)
	N. Ala ✓	✓ S. Ill (Pekin)
	M. Ala ✓	✓ E. Ill (Effingham)
	S. Ala ✓	
	N. Ga ✓	
	S. Ga ✓	
	S. Miss ✓	
	N. W. Va ✓	
	S. W Va ✓	
	E. Ky ✓	
	W. Ky add → ✓	W. Ky ✓
	E. Pa ✓	
	M. Pa ✓	
19	W. Pa ✓	9 letters
		10 copies

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Midland, Pa., a small town 5 miles east of East Liverpool. They are reported as getting the same wages as white men but as hardly doing as much work, from which it is inferred that they would not be employed if white labor could be had.

The Illinois Central is building a cut-off branch about four miles long at Effingham, Ill., and has on the work from 50 to a hundred negro laborers employed by the Lynch Construction Company of Monmouth, Ill. From Evansville, Ind., it is stated that there has been a great deal of negro immigration from the South during the past four months and that it stopped with registration day. In this place the New York Central has been asking for a large number of colored laborers, being ready to take on several hundred. Since June the Indiana Free Employment Offices at Evansville have had requests that would aggregate from 3,000 to 15,000 laborers, who were for the most part shipped into Indiana, though some were shipped through to Ohio, coming from Kentucky and the South. About 2,000 negro workmen have been brought to Youngstown, Ohio, for employment on construction work for steam and electric railways. They appear to have thought they were coming north to work in coal mines, but upon arrival found that common labor was their principal employment. Estimates at Youngstown place the number of negro laborers brought into Ohio at from 20,000 to 25,000. Those that were brought in a few months ago attempted to register in Youngstown, but were

watched so closely that they do not appear to have succeeded in effecting any false registrations. It is anticipated, however, that a large number of them will endeavor to vote in some way or other.

WWjr-

WCH/DHH

182363

October 26, 1916.

182363-80

Francis M. Wilson, Esq.,

United States Attorney,

Kansas City, Missouri.

Sir:

The Department today sent you the following telegram

> Information received that large bodies of negroes being colonized from Arkansas in Ozark section of your district for voting purposes. Give matter prompt attention and wire result of your investigation with recommendation. Letter follows

which is hereby confirmed.

In that connection you should be advised that this Department can not exercise a supervision or censorship over elections conducted under State laws even where Federal officials are being voted for. It is only in those cases where there is specific evidence of a conspiracy of a substantial enough character to make it probable either that the conspiracy is aimed at Federal officers, or that its necessary effect will be to influence their election one way or another, that this Department feels it can interfere. You should, therefore, make your investigation with these principles in

mind. If you find satisfactory evidence of a conspiracy of this character either in operation or contemplated, you should report the matter to the Department --- by wire if it is urgent. If your investigation develops a situation which promises results, and you feel that you can not handle the matter alone, this Department will assign special investigators to assist you. In fact, you will probably take the matter up at once in cooperation with the local investigator of the Department who probably is already familiar to some extent, with these matters.

Kindly keep the Department promptly and fully advised.

Respectfully,

For the Attorney General,

(Signed) E. Marvin Underwood

Assistant Attorney General.

G-P

October 26, 1916.

Wilson,
United States Attorney,
Kansas City, Mo.

Information received that large bodies of negroes being colonized from Arkansas in Ozark section of your district for voting purposes. Give matter prompt attention and wire result of your investigation with recommendation. Letter follows.

Gregory,

Attorney General.

OCT 27 A.M. 1916
MAILS AND FILES DIVISION

CBS-FBK

Files

182363

October 25, 1916.

Frank C. Dailey, Esq.,

Indianapolis, Indiana.

Sir:

You are hereby appointed a Special Assistant to the Attorney General, to aid in the investigation and prosecution of violations of the election laws, and are hereby authorized and directed to conduct grand jury proceedings in the following districts:

182363-79
DEPARTMENT OF JUSTICE
OCT 27 A.M. 1916
MAILS AND FILES DIVISION

District of Indiana,
Northern District of Ohio,
Southern District of Ohio,
Northern District of Illinois,
Southern District of Illinois,
Eastern District of Illinois.

Your compensation under this appointment will be determined by the Attorney General upon the completion of your services, and you will be allowed your actual and necessary expenses, subject to Departmental regulations, when absent from Indianapolis, Indiana, your official headquarters.

This appointment is subject to any change which may be made by this Department.

Please execute and return the inclosed oath of office.

Respectfully,

(Signed) T. W. Gregory.

Attorney General.

To Mr. Herron
and Mr. Bielaski
for action.

[illegible]

Mr Herron:
We wrote on it
should it be
worked till
Harby

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,
NORTHERN DISTRICT OF GEORGIA,
ATLANTA.

DEPARTMENT OF JUSTICE
OCT 27 1916
DIVISION OF ACCOUNTS

October 26, 1916.

The Attorney General,

Washington.

Sir:

Referring to the matter of the movement of laborers from this section to the North, I am advised that the following negroes have recently left the County of Carroll in this State and have gone to Cincinatti, but have no other information further than their names, to wit:

Nip McClure,
Son McClure,
Lewis White,
Marion Jackson,
Charlie Jackson,
Jack Terrell,
Son Bridges,
Will Bridges,
Bob Almon,
Lee Thomas,
Charlie Thomas.

I am endeavoring to ascertain their exact location.

Respectfully,

Hooper Alexander
United States Attorney.

A-E

NOV 1 1916

182363-78
DEPARTMENT OF JUSTICE
OCT 27 A.M. 1916
MAILS AND FILES DIVISION
GRAHAM WALLACE-HERRON

INDEXED

TERMS OF DISTRICT COURT.

RICHMOND:
First Mondays in April and October.
NORFOLK:
First Mondays in May and November.
ALEXANDRIA:
First Mondays in January and July.

Department of Justice.

Office of the United States Attorney,
Eastern District of Virginia,
Richmond.

October 20, 1916.

File
cub

182363-76
DEPARTMENT OF JUSTICE
OCT 27 A.M. 1916
MAILS AND FILES DIVISION
GRAHAM WALLACE-HERRON

RECORDED

The Attorney General,
Washington, D. C.

Sir:

I acknowledge the receipt of your telegram, of even date, in which you direct me to interview Alonzo Atkins, 319 American National Bank Building, this city.

I approached Mr. Atkins, thinking that if he had any information upon the subject of your telegram, he would give it to me. He postponed my interview with him twice upon the pretext that he was extremely busy, but finally agreed to come to this office at 2:30, which he did. He denies that he knows anything upon the subject. He was disposed to evade the issue, however, and engage me upon other subjects of conversation. He told me of five men in this city whom he said he knew. I interviewed all of them, and of the five only one knew the man. He is from Alabama, and from the best information obtainable has been in this city continuously for the past six weeks.

It is very hard, of course, for me to give you my reasons, but I am strongly of the opinion that

this man knows something of the subject under investigation, and if you will let me have the information which is in the possession of the Department with reference to this man and his connection with the subject, I shall be glad to interview him further.

It so happens that on my way to the office this morning, I saw attached to the R. F. & P. train going north at 9:23 A. M. two car-loads of negroes. I am just from the office of the R. F. & P. Railway, and am advised by the Assistant to the Traffic Manager that these negroes were en route to Coatesville, Pa., for Worth Brothers, who I understand are engaged in the manufacture of steel. These negroes were gotten together in Richmond. I was also informed that two or three train-loads of negroes had been carried over the R. F. & P. from Virginia and North Carolina to West Virginia and Pennsylvania.

Respectfully,

For the U. S. Attorney,

William E. Quillo

Assistant U. S. Attorney.

WWjr-

182363-75

WCH/DHH

October 27, 1916.

Daniel S. Horn, Esq.,

Acting United States Attorney,

Pittsburgh, Pennsylvania.

Sir:

The United States Attorney at Atlanta, Georgia, reports that one Johnny, or Buddy, Hicks, who was recently induced to leave Reynolds, Taylor County, Georgia, can be found at 23 East Seventh Street, Erie, Pennsylvania.

This is for your information in connection with the investigation of the transportation of negroes from the South to the North.

Respectfully,

For the Attorney General,

(Signed) Sanford Graham,

Assistant Attorney General.

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF GEORGIA,

ATLANTA.

October 25, 1916.

The Attorney General,

Washington.

Sir:

Referring to the subject of negro laborers leaving Georgia, you are advised that Johnny (or Buddy) Hicks, who was recently induced to leave Reynolds, in Taylor County, Georgia, can be found at 23 East 7th Street, Erie, Pennsylvania, and that Monroe Searcy, from the same county, gets his mail at Postoffice Box 31½, Glastonbury, Connecticut, in care of W. T. Smith.

Respectfully,

Harper Alexander

United States Attorney.

A-E

182363-75
DEPARTMENT OF JUSTICE
OCT 27 A. M. 1916
MAILS AND FILES DIVISION
GRAHAM WALLACE-HERRON
RECORDED

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF GEORGIA,

ATLANTA.

October 25, 1916.

The Attorney General,

Washington.

Sir:

Referring to the matter of the movement of laborers from the South, you are advised that a gentleman who was in this office today told me that about ten days ago or two weeks he was at Williamsport, Pennsylvania, where he saw a train load of negroes on the line of the Pennsylvania Railroad, who were being fed there at the expense of the Pennsylvania. They were moving on further and it was his idea that they were going to Buffalo.

Respectfully,

Hooper Alexander

United States Attorney.

A_E

182363-74
DEPARTMENT OF JUSTICE
OCT 27 A. M.
MAILS AND FILES
GRAHAM WALLACE-HERRON

RECORDED

1

WWJr-
182363-

WCH-BGL

October 25, 1916.

Earl M. Donalson, Esq.,
United States Attorney,
Macon, Georgia.

182363-73
DEPARTMENT OF JUSTICE
OCT 26 A.M. 1916
MAIL AND FILES DIVISION

Sir:

This Department is conducting an investigation in regard to the shipment within the last few months of large numbers of negroes from the South to the North in connection with possible illegal voting at the coming election. Letters have been written to various United States Attorneys in the South in regard to the matter, but, from some oversight, no such letter has apparently been sent you. I should be pleased if you would investigate this matter as thoroughly as you can, having in mind the determination of specific facts; that is, the number of negroes who have left your district, their names if possible, and their destination, so that this Department may be able to trace them at their destinations. If, upon investigation, it appears that the matter will require the services of a special investigator of this Department,

2

you should so report, by wire if urgent, and the matter of assigning one to you will then be considered. In the meanwhile you can probably make some progress by the use of the Marshal's force, and also by writing letters to the Postmasters who may be able to learn some of the facts from rural delivery carriers.

Kindly do this as promptly as possible, and keep the Department advised of your progress.

Respectfully,

For the Attorney General,

(Sig.) Saml. J. Graham.

Assistant Attorney General.

G-L

October 25, 1916.

L. Ert Slack, Esq.,
United States Attorney,
Indianapolis, Indiana.

Sir:

Mr. Frank C. Dailey, of Indianapolis, has today been appointed a Special Assistant to the Attorney General to have general charge of the investigation and prosecution of the alleged violations of Federal election laws in the States of Indiana, Ohio, and Illinois.

You are expected to cooperate with him in every way and it is desired that you understand that the fact that he has been appointed does not in any way relieve you of responsibility and activity in connection with these matters.

It was felt that in view of the amount of time and work which this investigation seems to require in Indiana, and the existence of the same general problem in Ohio and Illinois, the entire situation should be supervised by a special representative of this Department who would give it his exclusive attention.

Any public statements in regard to the matter will be given out by Mr. Dailey.

182363-72
DEPARTMENT OF JUSTICE
OCT 26 A.M. 1916
MAILS AND FILES DIVISION

Yours truly,

Attorney General.

G-L

October 25, 1916.

Charles F. Clyne, Esq.,
United States Attorney,
Chicago, Illinois.

Sir:

Mr. Frank C. Dailey, of Indianapolis, Indiana, has today been appointed a Special Assistant to the Attorney General to have general charge of the investigation and prosecution of the alleged violations of the Federal election laws, pasticularly in the State of Indiana, with instructions to keep in touch with the alleged violations of these laws in your district.

You are directed to cooperate with him in every way possible and render him whatever assistance you can, furnishing him from time to time such information as may come to you, particularly that relating to the State of Indiana, and generally that relating to the districts of your State and of the State of Ohio.

Yours truly,

Attorney General.

182363-71
DEPARTMENT OF JUSTICE
OCT 26 A.M.
MAILS AND FILES DIVISION

G-L

October 25, 1916.

E. C. Knotts, Esq.,
United States Attorney,
Springfield, Illinois.

Sir:

Mr. Frank C. Dailey, of Indianapolis, Indiana, has today been appointed a Special Assistant to the Attorney General to have general charge of the investigations and prosecution of the alleged violations of the Federal election laws, particularly in the State of Indiana, with instructions to keep in touch with the alleged violations of these laws in your district.

You are directed to cooperate with him in every way possible and render him whatever assistance you can, furnishing him from time to time such information as may come to you, particularly that relating to the State of Indiana, and generally that relating to the districts of your State and of the State of Ohio.

Yours truly,

Attorney General.

182363-70
DEPARTMENT OF JUSTICE
OCT 26 A. M.
MAILS AND FILES

G-L

October 25, 1916.

Stuart R. Bolin, Esq.,
United States Attorney,
Columbus, Ohio.

Sir:

Mr. Frank C. Dailey, of Indianapolis, Indiana, has today been appointed a Special Assistant to the Attorney General to have general charge of the investigation and prosecution of the alleged violations of the Federal election laws, particularly in the State of Indiana, with instructions to keep in touch with the alleged violations of these laws in your district.

You are directed to cooperate with him in every way possible and render him whatever assistance you can, furnishing him from time to time such information as may come to you, particularly that relating to the State of Indiana, and generally that relating to the districts of your State and of the State of Illinois.

Yours truly,

(Signed) T. W. Gregory

Attorney General.

182363-69
DEPARTMENT OF JUSTICE
OCT 26 A.M. 1916
MAILS AND FILES DIVISION

G-L

October 25, 1916.

E. S. Wertz, Esq.,
United States Attorney,
Cleveland, Ohio.

Sir:

Mr. Frank C. Dailey, of Indianapolis, Indiana, has today been appointed a Special Assistant to the Attorney General to have general charge of the investigation and prosecution of the alleged violations of the Federal election laws, particularly in the State of Indiana, with instructions to keep in touch with the alleged violations of these laws in your district.

You are directed to cooperate with him in every way possible and render him whatever assistance you can, furnishing him from time to time such information as may come to you, particularly that relating to the State of Indiana, and generallt that relating to the districts of your State and of the State of Illinois.

Yours truly,

(Signed) T. W. Gregory

Attorney General.

182363-68
DEPARTMENT OF JUSTICE
OCT 26 A. M.
MAILS AND FILES

G-L

182363

October 25, 1916.

Charles A. Karch, Esq.,
United States Attorney,
Danville, Illinois.

Sir:

Mr. Frank C. Dailey, of Indianapolis, Indiana, has today been appointed a Special Assistant to the Attorney General to have general charge of the investigation and prosecution of the alleged violations of the Federal election laws, particularly in the State of Indiana, with instructions to keep in touch with the alleged violations of these laws in your district.

You are directed to cooperate with him in every way possible and render him whatever assistance you can, furnishing him from time to time such information as may come to you, particularly that relating to the State of Indiana, and generally that relating to the districts of your State and of the State of Ohio.

Yours truly,

(SIGNED) A. W. GREGORY

Attorney General.

182363-67
DEPARTMENT OF
OCT 26 A. M.
MAILS AND FILES DIV.

Dept. Form 25 B.

Department of Justice.

(SEE INSTRUCTIONS ON REVERSE SIDE.)

Southern District of Alabama,

Mobile, Ala., Oct. 23, 1916.
(Place and date.)

The ATTORNEY GENERAL,
Washington, D. C.

SIR: Authority to incur the following-described expense is hereby respectfully requested:

Nature of expense: (Describe fully, explaining the necessity—if for personal services giving proposed rate of pay, probable duration of employment, etc.)

I desire permission to have my Clerk go to Selma to assist me in the investigation of the matter referred to in your letter of October 19, W.W.Jr.- W.C.R. 182363-29, relative to employment of laborers in this District and sending them to work in the states mentioned. It will be necessary to take depositions in regard to this matter.

Estimated total expense:
(a) Personal compensation $ ~~30.00~~
(b) Personal expenses
(c) Other items $ 30.00

OCT 31 1916

182363-66
DEPARTMENT OF JUSTICE
OCT 25 P.M. 191
FILES DIVISION
GRAHAM DIV. ACCT
WALLACE HERRON

Alex. D. Pitts
(Name and official title of officer.)
United States District Attorney.

182363-66 DEPARTMENT OF JUSTICE. CS TAL

Approved:
W.W.Jr. Herron Oct 27-1916 *Washington, D. C.*, Oct. 28, 1916.

You are authorized to incur the above expense. Your clerk will be allowed actual and necessary expenses of travel and not exceeding $3 per day for lodging and subsistence incurred incident to making this trip. This is in confirmation of Department telegram of the 23d instant.

The United States Marshal for the Southern District of Alabama is hereby directed to make payment under the above authorization upon the presentation of accounts in duplicate properly prepared. Payment to be made from the appropriation Salaries & Expenses of District Attorneys, U.S. Courts, 1917.

For the Attorney General,

(Signed) Saml. J. Graham

Assistant Attorney General.

7—990

TIMES AND PLACES OF HOLDING COURT.

AT MOBILE—Fourth Mondays in May and November.
AT SELMA—First Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

SOUTHERN DISTRICT OF ALABAMA.

THIRD FLOOR CUSTOM-HOUSE.

MOBILE, ALA., Oct. 23, 1916.

The Attorney General,

Washington, D. C.

Sir:--

I beg to acknowledge yours of the 19th, instant, W.W. Jr.-W.C.H. 182363-29, relative to employment of laborers in this District and the sending them to work in the States mentioned.

I have already started an investigation and hope to be able to make a report in the next few days. As directed, I shall use all possible dispatch in ascertaining the facts requested in your letter.

I wired you for permission for my Clerk to go with me to Selma, from which place and Prairie most of the laborers of this District have proceeded.

Respectfully,

Alex D. Pitts
United States Attorney.

HTP/B.

182363-66

DEPARTMENT OF JUSTICE
OCT 25 P.M. 1916
MAIL AND FILES DIVISION
GRAHAM WALLACE-HILLSON DIV. ACCTS.

ABB
ALS

182363-

October 23, 1916.

William Osborne, Esq.,
United States Marshal,
Huntington, W. Va.

Sir:

You are authorized to assign such of your deputies as the special agents of the Department now assigned to duty in connection with the investigation of so-called election frauds may request.

Their subsistence and travelling expenses should be included in separate accounts on form 5 D. C., and forwarded to the Chief of the Bureau of Investigation, of this Department, for payment.

Respectfully,

For the Attorney General,

(Signed) Saml. J. Graham

Assistant Attorney General.

182363-65

DEPARTMENT OF
OCT 25 A.M.
MAILS AND FILES DIVISION

TELEGRAM

WCH/DHH

WWjr-WSH

182363-64

October 26, 1916.

United States Attorney,

Richmond, Virginia

See Alonzo Atkins President Tencola Company of Birmingham now at three nineteen American National Bank Building Richmond. Can give valuable information regarding deportation of negroes from his district. Secure his affidavit giving detailed statement facts, names, when left, destination and forward at once to Department

Gregory

Suggest you communicate at once with the Dist. Atty. at Richmond repeating telegram of yesterday in same matter

S.D.G.

Department of Justice

TELEGRAM RECEIVED.

3pa 37 govt

Birmingham Ala. Oct 25, 1916

Attorney General,

Washington.

Sunned Alonzo Atkins I am informed will be at 319 American National Bank Building Richmond, Virginia Rigmarole Unguarded for at least one month will give written report on other matters today.

Bell,

U. S. Attorney

11.08 A.M.

RECORDED 182363-64
DEPARTMENT OF JUSTICE
OCT 25 A.M. 1916
MAILS AND FILES DIVISION
GRAHAM WATSON-HERSON

T E L E G R A M

WCH/DHH

1A2363-63

October 25, 1916.

WWjr-WCH

Hugh M. Bennett,

Special Assistant to United States Attorney,

Care United States Attorney,

Columbus, Ohio

R E Faber of Rittman Wayne County states large number negroes imported into Barberton for employment in new munition plant there Also postmaster North Baltimore Wood County reports large number negroes working on railroads there Immediately investigate these two matters

Gregory

TELEGRAM

WCH/DHH

182363-63

WWjr-WCH

October 25, 1916.

United States Attorney,

Trenton, New Jersey

Sheriff Kinkead JerseyCity states attempt to colonize negroes in that county At once investigate in connection with Bureau Investigation NewYork office

Gregory

SAM'L J. GRAHAM,
ASSISTANT ATTORNEY GENERAL.

Department of Justice,
Washington.

October 25, 1916.

Mr. Herron:

I have a communication this morning which states that Sheriff Eugene Kinkead, Jersey City, N. J., says that there is an attempt to colonize negroes in that county. Also R. E. Faber, of Rittman, Wayne County, Ohio, states that a large number of negroes have been imported into Barberton, Ohio, for employment in a new munition plant there. Barberton is 12 miles from Rittman. Also the Postmaster at North Baltimore, Wood County, Ohio, reports a sufficient force of negroes working on railroads there to change the result of the vote. He says it is worth looking into.

Wires should be sent to the United States Attorney for the District of New Jersey and to Mr. Hugh M. Bennett, special assistant to the United States attorney, Columbus, Ohio, calling attention to these matters and directing that immediate attention be given them.

Graham

Assistant Attorney General.

182363-63
DEPARTMENT OF JUSTICE
OCT 25 A.M. 16
MAILS AND FILES DIVISION
WALLACE HERRON

SJG-L

182363

October 24, 1916.

United States Attorney,
Birmingham, Alabama.

See Alonzo Adkins, President Tencola Company, Birmingham. Can give valuable information re deportation of negroes from his district. Secure his affidavit and such others as can giving detailed statement facts, names, when left, destination, and forward at once with full statement by yourself of such facts obtained by you as are not in affidavits.

Gregory

182363-62
DEPARTMENT OF JUSTICE
OCT 30 A.M. 1916
MAILS AND FILES DIVISION

ABB
ALS

182363

October 24, 1916.

J. O. Carr, Esq.,
United States Attorney,
Wilmington, N. C.

Sir:

In connection with the investigation which has been instituted as to the alleged taking of negro laborers from points in the south to points in the north with the intention of voting them fraudulently at the coming general election, it has been reported to the Department that a large number have been moved over the Atlantic Coast Line.

Please get in touch with the officers of the Atlantic Coast Line, whose head office is at Wilmington, and advise the Department immediately from what points negroes have been removed, to what points, the numbers transported, the purpose for which transported, etc.

Respectfully,
For the Attorney General,

Assistant Attorney General.

182363-61

OCT 28 1916
MAILS AND FILES DIVISION

WCH-BGL

182363-60

October 25, 1916.

United States Attorney,
Clarksdale, Mississippi.

C. E. Slough of Oxford, Mississippi, states that a negro laborer in his employ named Frank Thomas can give information as to negroes registering for purpose voting illegally at Springfield, Illinois. Obtain affidavit from Thomas giving names and addresses and forward same to United States Attorney at Springfield.

(Please code)

Gregory

2

C. E. SLOUGH
ATTORNEY AT LAW
OXFORD, MISSISSIPPI

Ot. 20, 1916.

Hon. W. W. Marsh, Treas. Dem. National Committee,
New York.

Dear Sir: There has been an exodus of negroes from the South to the North for some time and especially to Illinois. I believe they are being taken there for the purpose of carrying that state for the Republicans at the Nov. Election.

Being very much interested in the reelection of Mr. Wilson I am going to cite you an instance that confirms my belief as above stated so that you may call it to the attention of the proper committee in Ill. and if anything can be done let it be done.

A negro laborer, Frank Thomas, 25 years of age, left my employment 3 weeks ago and went to Springfield Ill. He returned this week and I joked him about not staying long enough to vote for Mr. Hughes and he stated that he registered in Springfield and got ~~$20x~~ $3.00 for his vote then and was to get the balance at the election. Also stated that all the negroes that could be induced to were registering and getting from 3 to 5 dollars to vote for Hughes.

Use this for anything you think it is worth.

A well wisher for the success of the Democratic Cause.

C. E. Slough.

182363-60
DEPARTMENT OF JUSTICE
OCT 25 A.M. 1916
MAILS AND FILES DIVISION
GRAHAM WALLACE-NEELON

TERMS OF U. S. COURTS.

LOUISVILLE—Second Mondays in March and October.
PADUCAH—Third Mondays in April and November.
OWENSBORO—First Monday in May and fourth Monday in November.
BOWLING GREEN—Third Monday in May and second Monday in December.

DEPARTMENT OF JUSTICE.

OFFICE OF

UNITED STATES ATTORNEY,

WESTERN DISTRICT OF KENTUCKY,

LOUISVILLE.

October 23, 1916.

182363-59
DEPARTMENT OF JUSTICE
OCT 25 A.M. 1916
MAILS AND FILES DIVISION

The Attorney General,

Washington, D. C.

Sir:

Referring to your telegram in cipher of October 20th, 1916,

"Department informed 5000 negroes left Louisville within recent period for northern points. Suggest Indiana. This for your investigation in addition to previous instruction." --

I called upon Mayor John H. Buschemeyer, who informed me that in the summer of 1916 there were several hundred negroes transported from Louisville, Ky., into Ohio, ostensibly to perform labor, but not nearly 5,000. He states that in several instances the men took their wives with them, and that it seemed to be the desire of the employment agent to get the services of the women as well as the men.

On June 12, 1916, a number of men and women at their request were released from the Louisville City Workhouse and went to Palmer, Ind., to work on the Erie Railroad for the Johnson Construction Co. of St. Louis. I am enclosing to you the letter of Mayor Buschemeyer to me of date October 23d, and a printed list of the names of these parties and showing those who have returned.

It developed in my conversation with Mayor Buschemeyer that in the Tenth Ward, Louisville, Kentucky,

2300 negroes registered for the purposes of the election four years ago, and that this year's registration shows only 1800. This is the largest negro ward in Louisville.

Further referring to your two letters of October 14, 1916, I wish to advise that I have interviewed John W. Wheedon, Illinois Central conductor from Louisville to Fulton, Ky. He advises that four or five months ago he brought up from Hopkinsville, Ky., 43 negroes who were transported from Louisville over the Pennsylvania to Palmer, Ind. There were several women included in the number. He also brought a second lot of 22 about two weeks ago, who went to Pittsburg, Pa. About 5 months ago he brought from Central City to Louisville 45 men and women, white and black, who went over the C. & O. from Louisville, to the coal fields in West Virginia, and a little later he brought 30 from Greenville, Ky., to Louisville, who were destined to some eastern point.

On October 18, 1916, there were 4 car loads of negroes from the south, picked up by the I. C. Rd. Co., at Memphis, and brought to Louisville, who went over the Erie R. R. via. the B. & O. S. W. to Cincinnati. The transportation, about $700.00, was paid by the Erie R. R. Co. to the I. C. Rd. Capt. Wheedon states that the records only show the name of the conductor who brought them in to Louisville. They arrived at 7:50 on Oct. 19,

1916, and were upon Conductor Nagle's train, which runs from Louisville to Memphis. Conductor Nagle and Wm. Hansbrough and Ed Arnn, running upon the I.C., go further south than does Conductor Wheedon, but I have been unable to interview either of these conductors.

I interviewed Conductor J. D. Keen, who has charge of an L. & N. train from Louisville to Nashville, and who lives at the Y. M. C. A. of Louisville. He reports that he has at different times brought several negroes from the south to Louisville, but never as many as a car load. He further reports that after the strike on the L. & N. Rd., between Louisville and Cincinnati, was settled, that he took two car loads of negroes from Louisville back to the south, or to Memphis and points beyond.

I regret that I am unable to give more certain and definite information, but have neither the time nor the facilities to make the inquiry as I should like.

I am still inclined to the opinion that in the main these negroes were taken north for legitimate purposes. Hoever, I shall be pleased to render any services in my power if it shall appear that they were transported for illegal purposes.

I am enclosing you herewith a clipping from this morning's Courier-Journal. I have conducted this investigation without letting my purpose be~~ing~~ generally known. The enclosed clipping from to-days Courier-Journal, being

a special from Washington, is self-explanatory.

I am sending a copy of this letter to Honorable Thomas D. Slattery, U. S. Attorney for the Eastern District of Kentucky, for his information.

Respectfully,

Perry Mueller

United States Attorney.

...ir attitude toward Greece.

NEGRO COLONIZATION MAY INVOLVE BIG REPUBLICANS

EVIDENCE BEING SUBMITTED TO U. S. ATTORNEYS FOR GRAND JURY ACTION.

Special to The Courier-Journal.

Washington, Oct. 22.—A report is persistently circulated here that the Department of Justice is in possession of charges of aiding and abetting colonization which, if they were substantiated, would inevitably result in taking off of the ticket some prominent candidates in Indiana, West Virginia and perhaps in other States. The department will not discuss the matter at all, except to say that evidence as rapidly as gathered will be submitted to the United States District Attorneys for presentation to Federal grand juries.

The department has directed its agents in North Carolina and Alabama to trace carloads of negroes, said to have been moved in the summer by Republican leaders into West Virginia, Ohio and Indiana for the purpose of padding their legitimate vote in the November election.

Unofficial information is that 20,000 negroes have been colonized in each of these States, or 60,000 in all. The department is proceeding on the theory that Republican leaders in five States aided in the scheme.

THREE MORE TRIPS AN...

CITY OF LOUISVILLE

BOARD OF PUBLIC SAFETY

EDWARD T. TIERNEY, CHAIRMAN
CHAS. F. TAYLOR
H. H. GOCKE

BUREAU OF

HEALTH DEPARTMENT
BUILDING DEPARTMENT
ERUPTIVE HOSPITAL
POUNDS E. AND W. D.
CEMETERIES
FIRE DEPARTMENT
POLICE DEPARTMENT
CITY HOSPITAL
CITY WORKHOUSE
CITY ALMSHOUSE

LOUISVILLE, KY. Oct. 23rd-1916.

Mr. Perry B. Miller,
United States District Attorney,
City.

Dear Sir:-

Agreeable to our conversation of October 21st. enclosed please find list of the men and women released from the Louisville City Workhouse, June 12th, 1916, who, with their consent, were sent to Palmer, Ind. to work on the Erie Railroad for the Johnson Construction Co. of St. Louis. Since the above date five of this number have returned to our city which have been marked on the enclosed list.

Yours respectfully,

Ed T Tierney

WHITE MEN		COLORED MEN	WOMEN	
Riney Rath,	(returned)	Geo. Dancey	Mary Thomas	(col'd)
Wm. Lorey,	(returned)	Robt. Dixon,	Annie Cross	"
John Lyons,		Nelson Taylor,	Mary Ames	"
Jo. Younger,		Archie Claybrook,		
Henry DeKress,	(returned)	Wm. Hoskins,		
Bert Lindsey,	(returned)	Arthur Pledger,		
Andy Mangus,		Aaron Winburn,		
		Robt. Hill, (returned)		
		Grant Riley,		
		Edw. Flowers,		
		Wm. Fox,		
		Robt. Johnson,		
		John Thomas,		
		Eugene Riley,		
		Walter Mitchell,		
		Albert Carde,		
		Henry Knox,		
		Richard Bailey,		

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF GEORGIA.

ATLANTA.

October 23, 1916.

The Attorney General,

Washington.

Sir:

Referring to my letter of October 21st, 1916, on the subject of the movement of laborers from Georgia, you are now advised that Willie Wiggins and Sonny Lee Wiggins, who left Schley County, Georgia, and went to Hartford, Connecticut, are at 298½ Albany Avenue, in that city, where they are boarding with a negro woman named Susie Hayes, who formerly resided in Schley County, Georgia.

Respectfully,

Hooper Alexander
United States Attorney.

A-E

Mr. Hand
Consult Atty.
Gen. and report

File

182363-58
DEPARTMENT OF JUSTICE
OCT 24 P.M. 1916
MAILS AND FILES DIVISION
GRAHAM WALLACE PERRON

OCT 31 1916

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,
NORTHERN DISTRICT OF GEORGIA,
ATLANTA.

October 23, 1916.

The Attorney General,
Washington.

Sir:

Referring to my letter of October 19th on the subject of the movement of laborers from Georgia, you are now advised that those persons who were reported on the third page of the letter as having gone to Flemming, Kentucky, were all white people, including the agents who induced the movement. The inducements offered are said to have been better wages.

Respectfully,

Hooper Alexander
United States Attorney

A-E

182363-57
DEPARTMENT OF JUSTICE
OCT 24 P.M. 1916
MAILS AND FILES DIVISION
GRAHAM WALLACE HERRON

TIMES AND PLACES OF HOLDING COURT.

AT MARTINSBURG—First Tuesday of April and third Tuesday of September.
AT CLARKSBURG—Second Tuesday of April and first Tuesday of October.
AT WHEELING—First Tuesday of May and third Tuesday of October.
AT PHILIPPI—Fourth Tuesday of May and second Tuesday of November.
AT PARKERSBURG—Second Tuesday of January and second Tuesday of June.
AT ELKINS—First Tuesday of July and first Tuesday of December.

Department of Justice.

Office of the United States Attorney,

Northern District of West Virginia,

Martinsburg. October 23rd, 1916.

To Judge 10-24-16

File W.J.

182363-56

DEPARTMENT OF JUSTICE
OCT 24 A.M. 1916
MAILS AND FILES DIVISION

RECORDED

WALLACE-HERRON

The Attorney General,
Department of Justice,
Washington, D.C.

Sir:-

I beg leave to acknowledge receipt of your favor of October 14th addressed to me at Martinsburg, and forwarded to Wheeling where I was engaged in a regular term of Federal Court.

Immediately upon receipt of your letter I began such investigation as I could relative to the sending in of a quantity of colored people to this state. I find upon inquiry about Wheeling that in the county of Brooke at Beech Bottom a large power plant is being erected, and a great many negroes from the south have been brought in there. Also in the same county, across from Steubenville, O., new coke ovens are being put in, and lots of labor has been brought there. This is also true of Buffalo Creek, in the same county, where they are putting in railroads and opening coal mines. I also understand that several hundred new people have been brought into Ohio county in and around Wheeling, but this seems to be a pure demand for labor, and it is believed the situation in Ohio county will be properly taken care of so far as illegal voting is concerned.

After getting your letter I ran across Mr. Robert Judge, who for a number of years was under the Bureau of Investigation of the Department of Justice, and for a long time stationed at Wheeling and later at Pittsburg. Mr. Judge is from the county of Brooke, and a Republican in politics, but I know him to be a very faithful official. Recently, by reason of his being a member of a local militia, he was sent to the border and is now at home on a short leave, and will return, as you will see from his letter to me, shortly for his military post. I spoke to Mr. Judge about some complaints coming to me that might probably be an effort at voting improper citizens at the election, and that they might have been brought in here for that purpose. He told me that he would immediately take the matter up, and would investigate it for me. He seems to have done do, and I have received this morning his letter which I have appended hereto for your consideration. I am also enclosing you a letter turned over to me by Marshal Smith of this district, under date of October 16th, which seems to have been sent to him by the Chairman of the Democratic Executive

TIMES AND PLACES OF HOLDING COURT

At Martinsburg—First Tuesday of April and third Tuesday of September.
At Clarksburg—Second Tuesday of April and first Tuesday of October.
At Wheeling—First Tuesday of May and third Tuesday of October.
At Philippi—Fourth Tuesday of May and second Tuesday of November.
At Parkersburg—Second Tuesday of January and second Tuesday of June.
At Elkins—First Tuesday of July and first Tuesday of December.

Department of Justice.

Office of the United States Attorney,

Northern District of West Virginia,

Martinsburg.

Committee of Brooke county. This letter explains itself, and I have been unable to further investigate that branch of it.

When I finished my term of court in Wheeling I ran over to Fairmont, the county seat of Marion county, to see what I could learn in obedience to your request there. I found that quite a number of laborers from the South, principally negroes, had been for the past year or two brought into different parts of West Virginia and Kentuckey by the coal interests, but I had every assurance from these coal interests that it was not with the intention of voting these people, but on the contrary it would be seen to that they were not voted.

Taking the matter as a whole, I do not think an investigation would be necessary unless it might be well to have a man or two go to Brooke county, and look over that situation a little.

If there is anything else you desire me to do in this matter, command me.

Respectfully,

Stuart W. Walker

U. S. Attorney.

ADDRESS REPLY TO
"THE ATTORNEY GENERAL"
AND REFER TO
INITIALS AND NUMBER

WWJr-WCH

DEPARTMENT OF JUSTICE,
WASHINGTON, D.C.

WCH-BGL

October 14, 1916.

Stuart W. Walker, Esq.,
United States Attorney,
Martinsburg, West Virginia.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place to your district; and if so, where the negroes are sent from, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the

question of assigning special investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

Chas. Warren

Assistant Attorney General.

DR. H. L. JUDGE
THE DRUGGIST

Wellsburg, W. Va., Oct 20 1916

Dear Colonel Walker:-

Referring to the report, concerning which we talked in Wheeling, that a large number of colored men ~~voters~~ have been shipped into this county with the expectation of causing them to be voted at the coming election, I wish to say that the report gained circulation as follows:-

During the last two years a good many millions dollars worth of construction has been under way which has necessarily brought workmen into the county in large numbers - the number as near as I can approximate it is between fifteen hundred and two thousand. So far as I have been able to ascertain there has been no charge of fraud in connection with the registration of

DR. H. L. JUDGE
THE DRUGGIST

Wellsburg, W. Va., 191

any of these men, excepting in Windsor precinct of Buffalo District where there are about 650 men employed. Certain republican leaders during the fall primary procured from the superintendent of the construction camp a list of the names of these men but no attempt was made to register more than 47 of them who claim the right to vote and who I am informed are entitled to vote. Of this 47 a small majority are negroes and of the total of 650 employed on the works about 225 are negroes who were brought here from Kentucky. The County Court refused to allow the 47 referred to to be registered unless they appeared in person and claimed their right supported by the proper affidavits.

DR. H. L. JUDGE
THE DRUGGIST

Wellsburg, W. Va., 191

This they have not done. owing to the fact, I am informed, that the works upon which they are engaged are located about five miles below town and that these men do not wish to lose a days work in order to be registered.- As the matter stands now they are not registered but it is reputed that they will claim the right to vote on election day.

There is in all an increased registration of about 300 over the last election held in this county, which I take to be a legitimate increase on account of the industrial boom which I have mentioned, concerning the registration of which there has been no charge of fraud.

DR. H. L. JUDGE
THE DRUGGIST

Wellsburg, W. Va., 191

This is intended merely as a preliminary report upon which you can base an opinion as to the necessity of a further investigation. Personally I do not believe that it is warranted.—

I may add that the supposed frauds were to have been committed by republican leaders and that the County Court and the election machinery are in the hands of the democratic party.—

I am leaving on Tuesday or Wednesday for El Paso but if there is anything further which you wish done in this matter before I go I will be glad to do it.—

With best wishes, I am,

Sincerely yours,

H. L. Judge.

COMMITTEE

WELLSBURG DISTRICT:
H. T. ROBERTS
J. C. PERRIN

BUFFALO DISTRICT:
BART FOWLER
EDWARD ANDREWS

CROSS CREEK DISTRICT:
DELLA DONOVAN
A. S. CRAIG

Brooke County Democratic Executive Committee

A. S. CRAIG, CHAIRMAN

J. C. PERRIN, SECRETARY AND TREASURER

~~WELLSBURG, W. Va.~~

FOLLANSBEE, W, Va. October 16th. 1916

U.S.Marshal Ned Smith

Fairmont, W. Va.

Dear sir-,

I am writing you on a subject that you have possibly heard of before, namely the condition now existing at Beech Bottom just below Wellsburg. There is considerable work going on at this place and several hundred Negros are working there at this writing, some of them are legal voters but the majority are not. And under the new law a voter can make out affidavit on the day of election and vote. Now this is just what they are planing to do, with the help of the republican party. What we want is to have one or two Deputy Marshal's at the voting precint, Windsor, on the 7th. We have good commissioners and chalenger but we are looking for trouble. I had an interview with Colonel Beal yesterday and he advised me to take the matter up with you, he thinks the situation bad. Please write me in regard to the matter and just what steps, if any, you will take.

Very respectfully yours,

A. S. Craig

Chairman.

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON, October 21, 1916.

182362-55

DEPARTMENT OF JUSTICE
OCT 24 A.M. 1916
MAILS AND FILES DIVISION

RECORDED WALLACE-HERRON

Herron

The Attorney General,

Washington, D. C.

Sir:

I have the honor to enclose herein, report received from Mr. Jasper Boykin, deputy marshal, at Meridian, Miss, with regard to movement of labor. This report was received this morning.

I have information that around Bolton and Edwards, between here and Vicksburg, that there has been some movement. We are finding it very difficult indeed to get any information as to the whereabouts of the negroes, their post-office addresses, and what terms were offered them. As you know, the negroes are naturally secretive, and we have a great deal of trouble in getting any information from them at all.

I am writing to some of the rural post-masters, where we have located a movement, and asking them to give us, if possible, the names and addresses of negroes who have lately gone North.

Respectfully,

J W George

United States Attorney.

JG
-km

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON, October 20, 1916.

Copy

Hon. J. W. George, U. S. Attorney,

Jackson, Miss.

Sir:

I herewith make final report of the investigation made on the labor movement of this section of Mississippi. On my arrival at Hattiesburg, I found the situation about the same as at Meridian, a great many negroes had left Hattiesburg for Saint Louis, Chicago, and other points in the Eastern States, but I was unable to get their addresses from any of them.

I had the assistance of the Chief of Police, but the negroes who are left will not give any one other than that they have gone for better wages, and they state that they do not know the address of any of them. It seems that a large majority have gone to Armour and Company. I believe that the way the labor is being moved is that the agent comes into a town and works one negro and leaves, and then that negro follows up his work. My reason for this belief is that at Hattiesburg I approached the negro, Henry Johnson, who is suspected

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON,

J. W. George, United States Attorney.

there, and told him that I was a labor agent and wanted some help on the quiet, and he asked me if I was the man that Dr. Sherrod , of Meridian, Miss. was working for, and I told him that I was not; that I was paying more than the party Sherrod was working for. He was ready to get as many negroes as I wanted and he also suggested moving them just as they are being moved. He said that it would not do to send more than eight at one time and send them different routes and buy local tickets out, and get the through tickets at some other place so that no one would know where they had gone, but being well known in Hattiesburg, he got wise that I was working for the Government, and I did not get the information that he would have given me. He is a strong man among his race and a leader. The man, Sherrod, mentioned, lives at Meridian, Miss., and was a delegate to the National Republican Convention, and is strong with the negroes of the State; also with the white Republicans of Mississippi. I have the sheriff and Chief of Police, of Laurel, and Hattiesburg, trying to get me some of the names and addresses of some of the ones that have left by Monday

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON,

J. W. George, United States Attorney.

October 23rd, and if they succeed, will send them to you at once.

The officers say that about 150 negroes have left Hattiesburg, and about 75 from Laurel, and a few from all the small points along the entire line of the N. O. & N. E. Railroad. The sale of tickets here is about stopped. I will keep the situation in mind and any information I may be able to secure will report to you at once.

I will leave here Sunday evening for Jasper & Smith on my other work and will be in Jackson about Tuesday, October 24th.

Respectfully,

(signed) Jasper Boykin.

WWJr-

182363-54

WCH-BGL

October 24, 1916.

Mr. Ellsworth West,

R. F. D. No. 3,

Neillsville, Wisconsin.

Sir:

I beg to acknowledge your letter of the 20th instant, giving your views as to the proper method to remedy fraudulent voting at elections.

Respectfully,

For the Attorney General,

(Signed) Saml. J. Graber

Assistant Attorney General.

Neilsville, Wis. Oct 20 1916
R.D. 4 - 3.

182363-54
OCT 26 1916 M.
RECORDED
WALLACE-HERRON

Dept of Justice
Dear Sirs:

After reading of so many frauds in regard to voting, registering, and the like, I herewith offer you a remedy

Every person that goes to the Polls to vote be identified by some-one, known to the election inspectors,

And every one that identifies another, to sign a paper prepared for that purpose.

Of course there should be a limit to the number one person should identify, or else the fraud would

Still continue

No person will sign a book or paper that, so and so, is a resident, (if he is not a resident) if there is a fine attached for so doing

If this is carried out, it would be hard for a nonresident to cast his vote, even if he had registered. This might not stop all such frauds, but I think it would go a long way toward stopping it, if it is applied.

Sincerely Yours.

Ellsworth West.

Neillsville, Wis. route 3.

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.

ATHENS:
Second Monday in April and first Monday in November.

COLUMBUS:
First Mondays in May and December.

GAINESVILLE:
Fourth Mondays in April and November.

ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF GEORGIA,

ATLANTA. October 21, 1916

The Attorney General,

Washington, D. C.,

Sir:

Supplementing my report of this date relative to the removal of laborers from Georgia, you are advised that Geo. W. Thompson was recently, about the first of July, induced by one J. B. Christie to remove from Randolph county, Georgia, to East Granby, Conn., where he is now living.

My information does not disclose positively whether Thompson was white or colored, but Christie appears to have been regarded as an employment agent as he was arrested in Randolph county for failure to pay license.

Respectfully,

Hooper Alexander

United States Attorney

a/g

182363-53
DEPARTMENT OF JUSTICE
OCT 23 P.M. 1916
MAILS AND FILES DIVISION
WALLACE-BERRON

PLACES OF HOLDING COURT.
ANNISTON.
BIRMINGHAM.
FLORENCE.
GADSDEN.
HUNTSVILLE.
JASPER.
TUSCALOOSA.

Department of Justice.

OFFICE OF THE

UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF ALABAMA,

BIRMINGHAM.

Oct. 25th, 1916.

The Attorney General,

Washington, D. C.

S i r:

Referring to the exodus of negro labor from Birmingham and this district, and to your communications by wire with reference thereto, I beg to report:

Immediately upon receipt of your letter I communicated with J. Reese Murray, Investigator at this place, and he is now getting up such data as he can with reference to the same.

J. R. Estes, 626 Chamber of Commerce Building, E. T. McCarty, 11th Floor Jefferson County Bank Building, and Dave Ryan, (col), on 18th Street, in Birmingham, and E. H. Williams, of Bessemer, Alabama, are labor agents to secure labor to be sent out of this district. J. R. Estes represents the Consolidated Coal Corporation, of Jenkins, Ky. E. T. McCarty represents the New River Company, and the New River Pocahontas Company, of McDonald, W. Va. I have been unable to learn for whom the other agents act, if anyone. The Alabama Great Southern Railroad Company has carried practically all of this labor out of the district, and I am

10-30-16
Action already taken on Murray's reports
File

182363-77
DEPARTMENT OF JUSTICE
OCT 27 A.M. 18
MAILS AND FILES DIVISION
GRAHAM WALLACE-KERRON

enclosing herewith a list of the number taken by them, or where they have sold tickets for the months of April to October, inclusive, showing a total of 4793 whole tickets and 158 half-tickets, and showing also the destination of these passengers.

It is impossible for me to get the names of these several passengers, the labor agents claiming not to have kept a list of names, but I am still trying to get some of them, and trying to get you some affidavits as to treatment received by these negroes, especially at Jenkins, Ky., where rumor has it that they are kept corralled and where, I learn, they are treated badly. I understand, from rumor also, that the inducement offered is, in its nature, fraudulent in that they are told that they will get 42 1/2 cents for loading a car of coal at these coal mines and, when they reach the place, they find that the car has as much as twice the capacity of the car used in this district. In other words, they received 25 cents for loading a ton car here and 42 1/2 cents for loading a two ton car at their destination.

In the early part of the summer, or late spring, middle Alabama was visited with a terrible storm and the crops were destroyed, and the farmers in that section are unable to furnish sustenance to the negro laborer on the farms, and these negro laborers were not encouraged to stay on the farms

for this reason and, hence, they floated to the cities, and especially to this city. Some of this farm labor, in its desperation, worked very cheaply in the mines, and this put some good miners out of employment and they, in turn, sought employment at other places, and this opened up a fine field for the labor agents, and it is my impression that much of this exodus was brought about in this way, and this is the general impression among most of the coal operators in the district. In addition to this, I desire to say that this district has, for many years, been opposed to organized or union coal miners, and the operators have sought in every way to break up such unions and organizations.

They have all joined hands in this effort, and have practically eliminated the organized labor that had been in existence heretofore, the purpose being to control the prices, dictate terms and hours, etc.

There is a practice with the operators of letting contracts for digging coal to what are known as contractors, at so much per ton, and these contractors employ their own labor by the day, or by the ton, making a liberal allowance for themselves as middle men, and the miners are in the service and employment of these contractors, and this is unsatisfactory to men who are used to the union, and such practice has driven much of the union labor away from the district already.

I think I will be able to send you some of the printed

notices and, probably, an affidavit or two from some persons, who have returned from some of the northern places of employment, but it is a very hard matter to get anything definite.

Referring to your telegram of date yesterday to see Alonzo Atkins, of the Texcola Company, I beg to say that Mr. Atkins was at one time a client of mine, and I know him quite well. His connection with the labor proposition in this district is not very extensive, to say the most of it, and he doesn't stay in this community much of his time.

I will continue to investigate, and try to get details, but the detail part of it is very hard matter to arrive at, because of the floating character of the labor.

I remark you have or will investigate the various points to which this labor has gone, and you will probably get better information there than you can within and on the line, especially by interviewing those employed at the various points.

Respectfully,

Robt N Bell

United States Attorney.

B/JCS

APRIL 1st, TO OCTOBER 18th, 1916, (INCLUSIVE)

APRIL

Jenkins, Ky	97	4/2

MAY

Jenkins, Ky	105	7/2
Fleming, Ky	6	1/2
Oneida, Tenn	83	
	194	8/2

JUNE.

Jenkins, Ky	202	7/2
Clarksburg, W. Va	1	
Oneida, Tenn	100	
Fleming, Ky	15	
	318	7/2

JULY

Jenkins, Ky	155	5/2
Clarksburg, W. Va	295	2/2
Fairmont, W. Va	2	
Fleming, Ky	38	6/2
McRoberts, Ky	266	8/2
Akron, O	172	
	928	21/2

AUGUST

Jenkins, Ky	331	10/2
Clarksburg, W. Va	560	2/2
Fleming, Ky	121	2/2
Beaver Creek, Ky	80	
Oneida, Tenn	20	
Fairmont, W. Va	10	
Scarbro, W. Va	103	4/2
Akron, O	28	
Churchill, Tenn	45	2/2
McDonald, W. Va	5	
	1303	20/2

SEPTEMBER

Kane, Pa	32	
Oneida, Tenn	121	
Fleming, Ky	174	1/2
Beaver Creek, Ky	93	3/2
Jenkins, Ky	292	10/2
Quinton, WVA	21	
McDonald, W Va	18	1/2
Cleveland, Tenn	25	
Clarksburg, WVa	430	35/2
McRoberts, Ky	133	13/2
McLear, Ky	12	
White Oak, Jct. Ky.	42	1/2
Thurmond, W. Va	53	
	1446	64/2

OCTOBER

McRoberts, Ky	200	
Clarksburg, W Va	44	15/2
Cincinnati, O	35	
Kane, Pa	21	
Woodbury, WVa	32	3/2
Thurmond, WVa	18	7/2
White Oak, Jct. Ky.	50	6/2
Beaver Creek, Ky	68	3/2
Oneida, Tenn	39	
	507	34/2

April	97	4/2
May	194	8/2
June	318	7/2
July	928	21/2
August	1303	20/2
September	1446	64/2
October	507	34/2
T o t a l	4793	158/2

WWjr-

182363-51

WCH/DHH

October 24, 1916.

Herbert S. Phillips, Esq.,

United States Attorney,

Tampa, Florida.

Sir:

I beg to acknowledge your letter of the nineteenth instant relative to shipment of negroes from the South to the North.

I suggest that, in making your investigation, you endeavor to discover as far as possible, specific facts in regard to any such transportation, and report the same to this Department. That is to say, I should like to know exactly to what points negroes have been shipped in the North, the names of the negroes if possible, and any specific information which would enable this Department to trace them after they reached their destination.

I desire also to thank you for the attention you have already given the matter.

Respectfully,

For the Attorney General,

(Signed) Saml. J. Graham

Assistant Attorney General.

TIMES AND PLACES OF HOLDING COURTS.

CIRCUIT AND DISTRICT COURTS.

AT TAMPA—Second Monday in February.
AT KEY WEST—First Mondays in May and November.
AT JACKSONVILLE—First Monday in December.
AT OCALA—Third Monday in January.
AT MIAMI—Fourth Monday in April.
AT FERNANDINA—First Monday in April.

Department of Justice.

Office of United States District Attorney,

SOUTHERN DISTRICT OF FLORIDA.

October 19th, 1916.

182363-51

DEPARTMENT OF JUSTICE
OCT 23 .M.
MAILS AND FILES

WALLACE-HERRON

The Attorney General,

Washington, D. C.

Dear Sir:--

Receipt of Department letter(WWJr-WCH-182362-14) of the 16th instant, relative to shipment of a large number of negroes from points in this district to the North, and advising me that it has been suggested that they have been carried to the North for the purpose of having them vote in the coming election, is acknowledged.

Replying to same beg to say that I will make such further investigation of the matter as I can.

I will also say that I went over the matter in August with Mr. Kirk, the Immigration officer in charge at Jacksonville, and also discussed the matter with the Special Agent who was in Tampa during September investigating the matter.

This city has passed an Ordinance making it an offense for anyone to recruit labor and some negroes have been arrested for violating the Ordinance. They were released by habeas corpus proceedings and others were arrested and are having a hearing to-day before the Circuit Judge in habeas corpus proceedings. The attorneys representing the negroes have taken the position that the Ordinance is

TIMES AND PLACES OF HOLDING COURTS.

CIRCUIT AND DISTRICT COURTS.

AT TAMPA—Second Monday in February.
AT KEY WEST—First Mondays in May and November.
AT JACKSONVILLE—First Monday in December.
AT OCALA—Third Monday in January.
AT MIAMI—Fourth Monday in April.
AT FERNANDINA—First Monday in April.

Department of Justice.

Office of United States District Attorney,

SOUTHERN DISTRICT OF FLORIDA.

unconstitutional. I talked with the attorney representing these negroes and he says there is nothing in the report that they are being carried to the North for the purpose of having them registered to vote in the coming election. The information I get from him is to the same effect as that I obtained from Mr. Kirk and the Special Agent, and that is, that the munition plants in the North have so depleted the common laborers of the Pennsylvania Railroad that it is procuring as many negroes from the South as it possibly can to take the place of the laborers which it has thus lost.

If it is possible for me to procure any further information I will advise you.

Yours truly,

H. Phillips.

United States Attorney.

CS

WWJr

182363-50

October 23, 1916.

United States Attorney,

Mobile, Alabama.

Authorized take clerk to Selma. Forward form twenty-five B.

Gregory

Department of Justice.

TELEGRAM RECEIVED.

DEPARTMENT OF JUSTICE
OCT 23 1916
DIVISION OF ACCOUNTS

6P.O. 23 G.R.

Mobile, Ala., October 23,1916.

Attorney General,

Washington,D.C.

Your letter nineteenth have commenced investigation ordered, wire permission my clerk to go Selma in this matter.

U.S. Attorney.

12:54 p.m.

Oct 23d 1916
approved
Herron

RECORDED
182363-50
DEPARTMENT OF JUSTICE
OCT 23 P.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON
DIV. ACCTS.

WCH/DHH

WWjr-

182363-49

October 24, 1916.

Thomas D. Slattery, Esq.,

United States Attorney,

Covington, Kentucky.

Sir:

I beg to acknowledge your letter of the twentieth instant relative to the shipment of negroes from the South to the North, and to thank you for your attention to this matter.

The Department would prefer that you obtain as far as possible, specific facts in regard to these shipments; namely, what number of negroes have been shipped, the points of their destination, their names if possible, and any other specific facts which may enable this Department to trace them at their place of destination. I should be pleased if you would do this as promptly as possible.

Respectfully,

For the Attorney General,

(Signed) Saml. J. Graham.

Assistant Attorney General.

TIMES AND PLACES OF HOLDING COURT.

AT FRANKFORT—Second Monday in March; fourth Monday in September.
AT COVINGTON—First Monday in April; third Monday in October.
AT RICHMOND—Fourth Monday in April; second Monday in November.
AT LONDON—Second Monday in May; fourth Monday in November.
AT CATLETTSBURG—Fourth Monday in May; second Monday in December.
AT JACKSON—First Monday in March; third Monday in September.

Department of Justice.

OFFICE OF

United States Attorney,

EASTERN DISTRICT OF KENTUCKY.

WWJr-WCH

Covington, October 20, 1916

RECORDED

182363-49

OCT 23 A.M.

WALLACE-HERRON

The Attorney General,

Washington, D. C.

Sir:

I have the honor to acknowledge receipt of your two letters of the 14th instant, relative to the charge that a large number of negroes are being sent from the South to the North in connection with contemplated illegal voting at the November election.

In response thereto, I beg leave to advise that we have already made some investigation and ascertained the following facts:

First, that a large number of negroes were brought from Alabama, from the points indicated in your letter, for the purpose of breaking a strike of section hands on the L. & N. Railroad between Louisville and Cincinnati, and that recently the differences between the Company and the employees have been adjusted and these negroes shipped north, to which point not yet ascertained.

Second, that in addition to the foregoing, several carloads of negroes passed over the L. & N. from Louisville to Cincinnati to some point north, which point has not yet been ascertained.

I have taken steps to have interviews with the con-

ductors on the L. & N. trains between Louisville and Cincinnati with a view of ascertaining their desitnation. Also, I have written the District Attorney at Louisville, requesting that he go to the office of the L. & N. in Louisville and request information concerning the tranportation of said negroes. We have requested the United States Marshal to have his deputy, who lives near Jenkins, Kentucky, to make investigation at the office of the Consolidated Coal and Coke Company of Jenkins with a view of ascertaining whether or not any of said negroes have come to that point and whether they are still there, or whether they have been transported elsewhere. With reference to this last mentioned company, I am confident that the officers of said company would not be participants in such transportation for the illegal purpose suggested, because of the fact that said company is controlled by persons whose political interests and convictions are such as would make them hostile to any such plan or purpose. However, they may have innocently aided in such a movement and the investigation will be made. I hope within the next twenty-four hours to be able to state definitely the point to which these negroes have been taken. I shall be very glad to do all that is within my power to ferret out the details of such movements.

Respectfully,

Thos. D. Slattery

United States Attorney

s/l

DEPARTMENT OF LABOR
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON

October 21, 1916.

My dear Mr. Gregory:

The enclosed pages from the Columbus (Ohio) Evening Dispatch may not be new to you. I am sending them, however, with the important article marked for your information in case you may not have happened to see it. You need not return the paper.

My information is coming in very slowly. Have received none of importance since my last letter to you.

Sincerely yours,

Louis F. Post

Assistant Secretary.

Hon. T. W. Gregory,
The Attorney General,
Washington, D. C.

RECORDED

File
cch

182363-

DEPARTMENT OF JUSTICE
OCT 25 P.M. 1916
WALLACE-HERRON

WCH/DHH

WWjr-

182363-47

October 24, 1916.

Rogers L. Burnett, Esq.,

United States Attorney,

Scranton, Pennsylvania.

Sir:

I beg to acknowledge your letter of the twenty-first instant relative to the shipment of negroes from the South to Pennsylvania. I want to thank you for your attention to the matter.

I wish, however, you would pursue your investigations as much as possible, including Wilkes Barre, which you mention in your letter, with a view to seeing if you can find out exactly where these negroes where shipped, giving any specific facts which may enable this Department to trace their ultimate destination.

Respectfully,

For the Attorney General,

(Signed) Sanford W. Green

Assistant Attorney General.

DEPARTMENT OF JUSTICE.

Office of United States Attorney,

MIDDLE DISTRICT OF PENNSYLVANIA,

SCRANTON.

TERMS OF COURT.

WILLIAMSPORT, SECOND MONDAY IN JANUARY.
SCRANTON, FOURTH MONDAY IN FEBRUARY.
HARRISBURG, FIRST MONDAY IN MAY.
WILLIAMSPORT, SECOND MONDAY IN JUNE.
SCRANTON, THIRD MONDAY IN OCTOBER.
HARRISBURG, FIRST MONDAY IN DECEMBER.

Oct. 21st, 1916.

WWJR MCK

RECORDED
182363-47
OCT 23 A.M.
WALLACE-HERRON

The Attorney General,

Department of Justice,

Washington, D. C.

Sir:-

Acknowledgment is made of receipt of your letter dated October 14th instant, in re: alleged shipment of large number of negroes north from Birmingham, Montgomery and Selma, Alabama, and requesting me to investigate matter with a view to determine purpose for which said negroes were shipped to Scranton, etc., and replying to your said letter, I have the honor to state that with the assistance of Mr. Charles W. Schroeder, Secret Service Operative, now located at Scranton, Pa., it has been ascertained that not only a large number of negroes, but also of white men were shipped from various points in the South into northern states, including Pennsylvania, but that none of the persons so shipped reached the destination of Scranton, Pennsylvania.

It has been ascertained as the result of investigation by Mr. Schroeder that certain of these negroes and white men did reach the City of Wilkes-Barre, Pennsylvania, and other points of this state, including

AG #2.

Pittsburgh; and that the shipment of these men was made from Southern points in anticipation of a strike on the railroads throughout the country, and especially in the State of Pennsylvania.

You are further advised that Mr. Schroeder has ascertained that during the course of transportation of these men North, many of the men were intercepted by railroads other than the Pennsylvania lines and held for possible use on said roads in case of a general strike.

It has been ascertained also that the said strike having been averted, and the services of the men shipped North not required on the railroads, large numbers of these men have gone into the service of other parties such as contractors and private individuals.

Believing that the foregoing is a compliance with the request contained in your letter, at least so far as it lies in the power of this office and of Mr. Schroeder to comply with your said request, I am,

Respectfully,

Rogers L. Barnett

U. S. ATTORNEY.

RLB PJM

WCH.DHH

WWjr-

182363-44 + 58 + 75

October 27, 1915.

Thomas J. Spellacy, Esq.,

United States Attorney,

Hartford, Connecticut.

Sir:

The United States Attorney at Atlanta, Georgia, advises that a negro named Monroe Searcy, who was recently induced to leave Reynolds, in Taylor County, Georgia, gets his mail at Post Office Box 31½, Glastonbury, Connecticut, care of W. T. Smith.

The same United States Attorney reports that Calvin Black, Cleve Baisden and Walter Black have gone from Schley County, in his district, and are now at 298½ Albany Avenue, Hartford; and that Willie Wiggins and Sonny Lee Wiggins have also left Schley County and are at the same address above, where they are boarding with a negro woman named Susie Hayes.

See also 182363-44 and 182363-58

As charges have been made that negroes have been brought from the South to the North recently in connection with alleged illegal registration and voting at the

coming election, I give you this information for such investigation as you can make of it.

Respectfully,

For the Attorney General,

(Signed) Sam'l T. Graham,
Assistant Attorney General.

FILED
5

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF GEORGIA.

ATLANTA. October 21, 1916

Sec. 12

The Attorney General,

Washington, D. C.,

Sir:

Various facts continue to be ascertained with reference to the movement of negro laborers from Georgia, much of which is still under investigation as not containing sufficiently definite information to be of value to you at present. The names of the various negroes in that section have been ascertained in but comparatively few instances ~~as~~ and it has not in all cases been possible to get their present location. The names, however, of some agents have been ascertained but they have not been located as yet.

From Schley county, in this district, comes the information that Calvin Black, Cleve Baisden and Walter Black, who recently left steady employment, are now at 298½ Albany Ave., Hartford, Conn. These negroes were working for a dollar a day in Schley county and were induced to go to Hartford on a promise of $2.75 per day.

Willie Wiggins and Sonny Lee Wiggins, also, have redently left Schley county and are in Hartford, Conn., but their exact address is not known.

File Dept 10/28

Hoffley 10-23-16

182363-44

DEPARTMENT OF JUSTICE
OCT 23 ..M.
MAILS AND FILES

RECORDED

WALLACE HERRON RELEASED

It is said that others have left Schley county and that others are selling out and preparing to leave. I am endeavoring to ascertain all these names as far as possible, together with their present addresses.

Information reached this office some days ago that negroes from Schley county are being induced to go North by an agent operating from Americus, Ga. As Americus was in the Southern District of Georgia, and as my instructions were only to inquire in this district, I communicated the information to Mr. Donalson, U. S. Attorney at Macon. I also wrote Mr. Donalson, calling his attention to certain movements reported as taking place in Macon, and mentioned to him that I presumed he had similar instructions on the subject to those which had been received by this office. I am today in receipt of a letter from Mr. Donalson, informing me that he has had no instructions on the subject and has made no investigation.

I have accordingly extended my inquiry and have requested the Special Agent in Charge to investigate matters at Albany and Americus. Information incidentally reaching this office leads to the impression that there are larger movements from the Southern District of Georgia than

from the Northern District. Unless instructed to the contrary, I shall make inquiries there as well as in the Northern district.

Respectfully,

Hoover Alexander

United States Attorney

a/g

ABB
ALS

182363-43

October 23, 1916.

William G. Barnhart, Esq.,
United States Attorney,
Charleston, W. Va.

Sir:

In reply to your letter of the 18th instant and telegram of yesterday, requesting the assignment of additional special agents to make investigations in connection with alleged election frauds in certain counties in West Virginia, you are advised that Special Agent Jentzer has doubtless by this time reported to you for duty in the so-called "Cabin Creek" District; that Special Agent Dillon arrived at Welch for duty in McDowell County today and that Special Agent Tucker will probably be able to leave New York tomorrow for duty in Mingo County.

The United States Marshal has been authorized to detail such of his deputies to assist any of these special agents as the agents may request.

Respectfully,
For the Attorney General,
(Signed) Saml. J. Graham,
Assistant Attorney General.

Form 1201

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON. PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

71 C CQ 61 GOVERNMENT

CHARLESTON WVA 6PM OCT 22 1916

ATTORNEY GENERAL 1880

WASHINGTON

REFERRING MY LETTER EIGHTEENTH INSTANT CAN special agent SMELTER BE SENT AT ONCE TO WILLIAMSON MINGO COUNTY ACCOUNT ALLEGED CONSPIRACY TO REGIS -TER FOUROR FIVE HUNDRED ILLEGAL VOTERS AND HAVE THE SAME VOTED AT GENERAL ELECTION IMPORTANT THAT MAN BE SENT THERE AT ONCE HAVE special agent. SMELTER UPON POSTMASTER COLE AND A C PINSON FOR FULL INFORMATION

BARNHART UNITEDSTATES ATTORNEY

821P

182363-43
DEPARTMENT OF JUSTICE
OCT 23 A.M. 1916
MAILS AND FILES DIVISION

WALLACE-HERRON BIELASKI

WCH/DHH

WWjr-

182363-40

October 24, 1916.

Perry B. Miller, Esq.,

United States Attorney,

Louisville, Kentucky.

Sir:

I beg to acknowledge your letter of the nineteenth instant relative to the shipment of negroes from the South to the North, and to thank you for what you have already done.

This Department would like to have as specific information as possible in regard to the number of negroes shipped, their destination, their names if possible, etc., so that it may be able to trace them at their place of destination.

I trust that you will give this matter prompt attention.

Respectfully,

For the Attorney General,

(Signed) Samuel L. Atten

Assistant Attorney General.

TERMS OF U. S. COURTS.

LOUISVILLE—Second Mondays in March and October.
PADUCAH—Third Mondays in April and November.
OWENSBORO—First Monday in May and fourth Monday in November.
BOWLING GREEN—Third Monday in May and second Monday in December.

DEPARTMENT OF JUSTICE.

OFFICE OF

UNITED STATES ATTORNEY,

WESTERN DISTRICT OF KENTUCKY,

LOUISVILLE.

October 19, 1916.

The Attorney General,

Washington, D. C.

Sir:

In reply to your two letters of October 14, 1916, (W.W.Jr.- N.C.H.) with regard to information you had received from the United States Attorney at Birmingham, Ala., that a large number of negroes had been shipped north from Birmingham, Montgomery and Selma, Ala., possibly with a view of illegal registration and voting at the coming election, and requesting that I investigate the matter generally and especially the shipments to Jenkins and Finley, Kentucky, with a view of determining the purpose of the shipment, I wish to advise:

A non-political State Convention composed of representatives from every County in Kentucky was in session yesterday, and I made inquiry of many from Owensboro, Paducah, Hopkinsville, Russellville and other cities in Kentucky, in an effort to ascertain the facts.

I also made inquiry of Ex-Attorney-General Garnett of Adair County. Also of Congressman J. Campbell Cantrell, chairman of the State Campaign Committee, whose position necessarily brings him in touch with the situation. It seems that the registration in Louisville, Lexington,

RECORDED
182363-40
DEPARTMENT OF JUSTICE
OCT 21 A.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON

Hopkinsville and other cities show about the normal number of negroes registered. It is true that the Consolidated Coal & Coke Co., of Jenkins, Ky., has received a large number of negroes from the south,- about 600 within the last ten days. However, my inquiry developed the information that this company (the principal stock of which is owned by former U. S. Senator Johnson N. Camden) besides the town of Jenkins, controls about eight towns in all, and the corporation is rapidly developing a very rich coal field which employs about 9700 men. There are several coal mines in and near my home, at Morganfield, in Western Kentucky, and on account of freight rates to the north, scarcity of coal cars and high cost of transportation, few of these mines have been in operation for the last six months, during which time I have noted from my local papers that many of these miners have gone to the eastern district.

As at present advised, I conclude that the transportation of these negroes and laborers was apparently for a lawful purpose. I am making effort to get further information without expense to the government, and will wire for special agents if such investigation seems to be warranted, and will spare no effort to aid in the enforcing of the law if it is violated.

I am sending a copy of this letter to United States

Attorney, Thomas D. Slattery, at Covington, Ky., for his information, and shall be pleased to co-operate with him if necessary, as indicated in your letter.

Yours very respectfully,

Perry B Miller

United States Attorney.

WCH/DHH

WWjr-

182363-42

October 24, 1916.

J. W. George, Esq.,

United States Attorney,

Jackson, Mississippi.

Sir:

I beg to acknowledge, and thank you for, your letter of the eighteenth instant enclosing a report from the Deputy Marshal at Meridian, Mississippi, both relative to the shipment of negroes from the South to the North.

I hope you will continue your investigation with a view to determining specifically, as far as possible, how many negroes have left, their names if you can discover them, the probable points of destination, and any other specific facts which may enable this Department to trace them upon their arrival.

Respectfully,

For the Attorney General,

(signed) Saml. J. Graham

Assistant Attorney General.

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON, October 18, 1916.

The Attorney General,

Washington, D. C.

Sir:

in re: Labor Movement.

I have the honor to state that Mr. Jasper Boykin, Deputy Marshal, at Meridian, Miss., acting under instructions, proceeded to Vicksburg and Natchez. He returned yesterday and dictated the report, which I am enclosing herewith. He had to leave for Hattiesburg, Miss., before his letter could be transcribed, so I signed his name to it.

Hon. S. J. Taylor, mayor of this City, has promised to give me a first-class man to assist the local agent here.

Respectfully,

J. W. George

United States Attorney.

JG-km

Enc.

182363-42
DEPARTMENT OF JUSTICE
OCT 21 A.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON, October 18, 1916.

Mr. J. W. George,

United States Attorney,

Jackson, Miss.

Dear Sir:

In re: Labor Movement.

I have made an investigation as to the above in Vicksburg and Natchez, with the following result:

I find, at Vicksburg, that on September 7, 1916, a man by the name of Alphonzo Keller, of Sweetport, Illinois, came to Vicksburg from Baton Rouge, Louisiana, bringing with him thirteen negroes, several of whom he had picked up in Mississippi on the line of the Yazoo and Mississippi Valley Railroad, and on his arrival at Vicksburg was arrested by the officers of the City, and his negro labor taken away from him. He was instructed to leave the town immediately. This man claimed to be a representative of the Illinois Central Railroad and had in his possession a pass for forty laborers. After that date, no other movement of labor was known to any one around Vicksburg.

From Vicksburg, I went to Natchez, Miss.,

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON,

J. W. George, United States Attorney.

and found that there had been no labor movement except locally, that is from Natchez to Arkansas, Louisiana, and in the northern part of the Delta of Mississippi for cotton-picking purposes. This, however, was soon stopped by the authorities of Natchez, and there has been no other movement of labor from that section. I am reliably informed by the officers of Natchez that a great many of the negroes who left to go to the Delta to pick cotton, have returned to Natchez.

I shall leave this afternoon for Hattiesburg and Laurel, and I shall report my findings there as early as possible.

Respectfully,

Jasper Bryskin

WCH/DHH

WWjr-

182363-41

October 24, 1916.

J. O. Carr, Esq.,

United States Attorney,

Wilmington, North Carolina.

Sir:

I beg to acknowledge your letter of the twentieth instant relative to the shipment of negroes from the South to the North, in which you state that a number of negroes have been shipped by the railroads, but that in your judgment the shipment was not made with any reference to the coming elections.

The Department would nevertheless, prefer that you should get the facts as far as possible and report them here. That is to say, learn exactly how many negroes were shipped, from what points and to what destination, giving as specific information as possible so that this Department may be able to trace them at their destination. Kindly do this as promptly as possible.

Respectfully,

For the Attorney General,

(Signed) Earl J. Cramer

Assistant Attorney General.

TIME AND PLACES OF HOLDING COURT.

AT ELIZABETH CITY—Second Mondays in April and October.
AT WASHINGTON—Third Mondays in April and October.
AT NEW BERN—Fourth Mondays in April and October.
AT WILMINGTON—Second Monday after the fourth Mondays in April and October.
AT RALEIGH—Fourth Monday after the fourth Mondays in April and October.

DEPARTMENT OF JUSTICE.

OFFICE OF

UNITED STATES ATTORNEY,

EASTERN DISTRICT OF NORTH CAROLINA,

WINDSOR

Wilmington, N. C. October 20, 1916.

RECORDED

182363-41

OCT 21 M.

WALLACE HERRON

The Honorable,

The Attorney General,

Washington, D. C.

Sir:

I have the honor to acknowledge receipt of your letter of the 14th instant - WJJ-WCH, with reference to the charge that large numbers of negroes are being sent from the South to the North in connection with the contemplated illegal registration and voting at the coming election.

I have made an investigation here and do not think the purpose of carrying the negroes from this city, is in anyway connected with the election.

For more than sixty days the New York Central, Pennsylvania, and other railroads, have been coming to Wilmington for the purpose of employing laborers, and have carried away negroes exclusively, due to the fact that they constitute the only class of labor available here. This exodus has been carried on extensively for the past sixty days; so much so that local employers, Feterilizer Factories, Cotton Compresses, etc., have become alarmed about the matter; however, every indication is, that the sole purpose is to obtain laborers to be used in the railroad terminals in Northern Cities, to supply the increased demand caused both by the unusual

accumulation of freight and the shortage of laborers, on account of the foreign laborer having gone back to Europe.

People here who are familiar with the representations made to the colored people, inducing them to leave, have no doubt about the fact that the offer constituted a bona fide offer to obtain laborers, and is in no way a political move.

I do not deem it necessary to make an especial investigation, but if the Department feels that there is sufficient reason to pursue the matter further, I would be glad to do so myself, or assist any represenative of the Government sent here for that purpose.

Respectfully,

J. O. Carr

United States Attorney.

ABB
ALS

182368-21

October 21, 1916.

John B. Wodlington, Esq.,
Princeton, Kentucky.

Sir:

In reply to your letter of the 15th instant with respect to the number of negroes taken from Princeton during the last sixty days, will you please advise me the names of some of the negroes taken, the points to which they were taken, the circumstances under which they left, who induced them to go, etc., so far as you can conveniently do so.

I enclose herewith an envelope for your reply which requires no postage.

Respectfully,
For the Attorney General,

(Signed) Saml. J. Graham,
Assistant Attorney General.

Princeton Ky - Oct - 15 - 1916

Dept of Justice
Washington, D.C.
Gentlemen:

I notice in todays papers - that your department is begining to take notice to exportation of large numbers of negroes to Northern & Eastern States, & personally know of 100 or more that have been taken from here during past 60 days - the last bunch of about 24 left last Saturday - ostensibly for Pittsburg - In the bunch was a half witted negro who was afraid to go to town on account of being carried away as he expressed it - There much here been done great inducement to get him off -

I thought would drop you line on local conditions - I understand - Dark is close in all adjoining Counties -

Yours Truly
Jno B. Wadlington
Farmer

182363-21
DEPARTMENT OF JUSTICE
OCT 19 A.M. 1916
MAILS AND FILES DIVISION
WALLACE HERRON
RECORDED

PROBE ELECTION FRAUD CHARGES IN OHIO CITIES

Plot For Illegal Voting Is Said To Include Columbus.

By United Press.

WASHINGTON, Oct. 13.—Charges of widespread election fraud conspiracies in Columbus, Cincinnati and Cleveland, O., Detroit and other Michigan cities, several Indiana cities, including Indianapolis and Terre Haute, and in Pennsylvania, West Virginia and Colorado, are under investigation today by the department of justice.

The department hopes to dispose of the cases before the coming election.

Bribery, illegal registration, colonization and proposed illegal voting at the November election are included in the charges. It is said that some men will try to vote in two states on the same day.

Charges made to the department were made by voters' leagues and citizens associations. In some instances direct charges were made that certain political organizations planned frauds; in other cases, that frauds of past years were to be repeated.

Department of justice attorneys said today they will make every effort to prevent the frauds which, it is alleged, are to be attempted in the November election. In all cases where charges have been made, department agents are trying to "clean up" the cases before, instead of after election.

FINLEY SAYS HE MADE CHARGES

Democratic State Chairman William L. Finley said Friday he had called the attention of the federal department of justice to circumstances which indicated to his mind that colored voters from southern state were being colonized in Ohio for voting purposes.

"I received at least 50 letters from Democrats at different points saying large numbers of negroes were being brought into the state and put to work on railroads and highway construction," Finley said Friday. "I considered it important enough to warrant an investigation by the federal authorities."

Republican State Chairman Hatfield pooh-poohed Finley's charge.

Real estate valued at $10,000 is left to Mrs. R. G. Patterson, 341 W. Ninth-av, by the will of her father, Robert H. Wacker, probated Friday.

Labor Agents Succeed In Inducing Negroes To Leave Southern Farms

Bainbridge, Ga., October 15.—(Special.)—Despite the disappointment many of their race have experienced in going north in search of work, many negroes from Decatur and other south Georgia counties are still being recruited by agents whose identity is carefully concealed.

Local officers are now vigorously on the alert for the colonization agents, and propose to break up recruiting activities in this county. The agents seem to be adepts at the art of keeping their identity concealed, working through negroes, who, it is believed, are paid so much per head for every laborer secured.

It is sstimated that several hundred negroes have been carried from this county since the exodus began in early summer.

Commerce, Georgia, October 16, 1916.

Attorney General Gregory,

Washington City, D. C.,

Dear Sir:-

I have taken the enclosed clipping from this morning's Atlanta Constitution. These "labor agents" so-called, are doubtless working in the interest of the Republican leaders, and are placing ~~the~~ these negroes in the doubtful States North.

Yours Truly,

Wm. R. Henderson,

182363-20
DEPARTMENT OF JUSTICE
OCT 18 A.M. 1916
MAILS AND FILES DIVISION
ATTORNEY GENERAL

WCH-BGL

October 17, 1916.

182363-19

United States Attorney,
Montgomery, Alabama.

Sunned. Authorized address confidential communications to rural postmasters.

Gregory

Department of Justice

TELEGRAM RECEIVED.

8W. O. 35 G.R.

Montgomery, Ala., October 17,1916.

Attorney General,

Washington,D.C.

In getting information requested your code message eleventh may I address confidential communications to rural postmasters in my district only definite means of promptly ascertaining information under circumstances.

Samford,

District Attorney.

12:56 p.m.

RECORDED

182363-19
DEPARTMENT OF JUSTICE
OCT 17 P.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON

ABB
ALS

182 363-18

October 16, 1916.

United States Attorney,

Clarksdale, Mississippi.

Replying your telegram Special Agent
Reset October thirteenth Smelter Devlin

wires believes can handle situation. Suggest you investigation
allow him two or three days preliminary manlier

and then communicate as to necessity additional special agents
smelter.s.

Gregory

POSTAL TELEGRAPH – COMMERCIAL CABLES
CLARENCE H. MACKAY, PRESIDENT.
TELEGRAM
RECEIVED AT
EVANS BUILDING
1418 NEW YORK AVENUE
WASHINGTON, D. C.
TELEPHONE: MAIN 6600
DELIVERY NO.
The Postal Telegraph-Cable Company (Incorporated) transmits and delivers this message subject to the terms and conditions printed on the back of this blank.
16W—28392
DESIGN PATENT No. 40529

182363-18
DEPARTMENT OF JUSTICE
3 40 A.M. 1916
WALLACE BIELASKI

256chfa 54gr 625p

Clarksdale Miss oct 13-16

Atty Genl Washn.

Telegram received.

Sunned know several taffrail cutspread merses have left this frown within last three omnisciently for over sell soloists dont think it possible for pardoner smelter to cajole very much in condignly. Heavers relative livelier desired at least taker more smelters necessary for manlier if immediate results desired.

thousand negro laborers district months northern states are special agents accomplish ascertaining facto information three special agents investigation

Hill US Atty

Geo Devlin 10-14-16

Labor Agents Succeed In Inducing Negroes To Leave Southern Farms

Bainbridge, Ga., October 15.—(Special.)—Despite the disappointment many of their race have experienced in going north in search of work, many negroes from Decatur and other south Georgia counties are still being recruited by agents whose identity is carefully concealed.

Local officers are now vigorously on the alert for the colonization agents, and propose to break up recruiting activities in this county. The agents seem to be adepts at the art of keeping their identity concealed, working through negroes, who, it is believed, are paid so much per head for every laborer secured.

It is sstimated that several hundred negroes have been carried from this county since the exodus began in early summer.

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.

ATHENS:
Second Monday in April and first Monday in November.

COLUMBUS:
First Mondays in May and December.

GAINESVILLE:
Fourth Mondays in April and November.

ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF GEORGIA,

ATLANTA.

RECORDED

October 16, 1916.

182363-17

DEPARTMENT OF JUSTICE
OCT 17 A. M. 1916
MAILS AND FILES DIVISION

The Attorney General,

Washington.

Sir:

No facts sufficiently definite have yet come into this office in reference to the movement of laborers to report on today except as follows:

One Doll Hawkes (colored), claiming to be from Tom's Creek, Virginia, carried from Lithonia, Georgia, in DeKalb County, in June, the following named persons of color, to wit: Oliver Hight, Ed Bryant, Mert Snow, Walter Hawkes and Jim Rainwater.

I have written for further information as to the whereabouts of these parties and the other facts inquired of by you, and will report the same as soon as definitely ascertained.

In July one Emory Clark of Tom's Creek, Virginia, came to Lithonia, Georgia, with a ticket for ten persons, and started from that point with Jim Paxton and Will Crew of Lithonia, and Lige Pruitt and Clew Butler of Stone Mountain, Georgia, but was arrested at Decatur

and indicted. He was tried and acquitted.

I have written for further information relative to this man and the movement engineered by him. The indictment was probably for some violation of the tax laws of the State.

I enclose herewith clipping from the "Atlanta Constitution" of this date comprising a news item from Bainbridge, Georgia. Bainbridge is in the County of Decatur and in the Southern District.

Respectfully,

Hooper Alexander

A-E

United States Attorney,

TIMES AND PLACES OF HOLDING COURTS.

CIRCUIT COURT OF APPEALS.

At Montgomery—Third Monday in October.

DISTRICT COURT.

At Montgomery—First Tuesdays in May and December.
At Dothan—First Mondays in June and December.
At Opelika—First Mondays in April and November.
A session of the District Court is also held on the first Monday of each month, under the rules adopted.

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY,
MIDDLE DISTRICT OF ALABAMA,
MONTGOMERY.

October 19th, 1916.

The Attorney General,

Washington, D. C.

Sir:

Relative to the code message dated October 12, 1916, which you sent me concerning activity of labor agents in Alabama, I wired you this morning suggesting that you wire the same instructions to the United States Attorney for the Southern District of Alabama. I trust you will pardon my seeming presumption in doing this. The United States Attorney for the Southern District, Mr. A. D. Pitts, was in my office this morning, and I enquired of him to know what progress he was making in getting information on the subject, and he advised me that he had received no instructions. I knew that a number of what are known as "black-belt" counties are in his district and Mr. Pitts advised me that thousands of laborers had left those counties within the recent past and it occurred to me that you would like to have more definite information in regard to the same.

Respectfully,

Thos. D. Sampson

United States Attorney.

U S Atty
S D Ala

RECORDED
182363-46
DEPARTMENT OF JUSTICE
OCT 23 A.M. 1916
MAIL AND FILES
WALLACE-HERRON

TIMES AND PLACES OF HOLDING COURT.

AT GREENVILLE—First Tuesdays in April and October.
AT ROCKHILL—Second Tuesdays in March and September.
AT GREENWOOD—First Tuesdays in February and November.

Department of Justice.

OFFICE OF

UNITED STATES ATTORNEY,

WESTERN DISTRICT OF SOUTH CAROLINA.

GREENVILLE.

Oct 19th,1916.

The Attorney General,

Washington, D.C.

Sir:-

Your communication of 14th instant initialed WCH-BGL received.

Inquiry will be made at once with a view of ascertaining whether negroes are being transported from this district to Northern States and the terms and conditions of such transportation ascertained as far as it is possible.

Respectfully,

William Hammond,
U.S.Attorney.

RECORDED
182363-45
DEPARTMENT OF JUSTICE
OCT 23 A.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON

TIMES AND PLACES OF HOLDING COURTS.

CIRCUIT COURT OF APPEALS.
At Montgomery—Third Monday in October.

DISTRICT COURT.
At Montgomery—First Tuesdays in May and December.
At Dothan—First Mondays in June and December.
At Opelika—First Mondays in April and November.
A session of the District Court is also held on the first Monday of each month, under the rules adopted.

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY,
MIDDLE DISTRICT OF ALABAMA,
MONTGOMERY.

October 21st, 1916.

The Attorney General,

Washington, D. C.

Sir:

Making further report from my district in relation to the activity of employment agents in Montgomery and elsewhere in Alabama, I beg to advise you as follows:

Several weeks ago the following advertisement, unsigned, appeared in the daily papers of Montgomery, Alabama:

182383-52
DEPARTMENT OF JUSTICE
OCT 23 P.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRO
BIELASKI

> "WANTED-- MALE HELP.
> COLORED LABORERS WANTED-- Laborers, track hands wanted to work on Pennsylvania Railroad. Good wages, free transportation to destination. No fees charged. Call at office, 111 Monroe St."

As stated above, these advertisements were unsigned. After diligent effort, I have learned that this labor agent claiming to be a representative of the Pennsylvania Railroad, is named A. B. Coly. I have, so far, been unable to learn his post office address. He paid for his headquarters here two weeks in advance. He consulted the firm of Steiner, Crum & Weil, attorneys of this place, who advised him concerning his operations. I called on this firm of attorneys three times for information regarding this labor agent. Each time they promised to furnish me the information and the name of the person who paid them their fee for representing this labor agent but so far have failed to do so. I will make further effort to ascertain this.

#2.

Probably enquiry of the Pennsylvania Railroad headquarters in Washington will give you the desired information.

I have been informed that there were two of these agents but I have been able to learn the name of only one of them though I have made diligent effort.

The activity was so pronounced and notorious that the City Commissioners of Montgomery were against such business as the agent was engaged in; and, also, passed an ordinance against any person, firm or corporation publishing or printing, writing, or delivering or distributing any advertisement, letter, newspaper, pamphlet, handbill, or other writing, for the purpose of enticing away labor.

I was advised yesterday by a reliable white citizen that a prominent negro laborer of this city told him, that he had read a letter from one of the laborers who left Montgomery, stating in substance that he had already registered where he was and intended to vote. I have tried diligently to procure such a letter but so far have been unable to do so.

I estimate from information received from various sources that probably a thousand negro laborers have left this county within the past sixty days. I hope later to report more definitely the destination of these persons.

Pursuant to permission received from the Department of Justice I addressed nearly 200 letters to the various postmasters in my district, as follows:"CONFIDENTIAL October 18th, 1916.

Sir: It has been reported that in the last two months employment agents in certain portions of Alabama have been active in employing laborers and others and sending them to work in Illinois, Ohio, Indiana, and elsewhere outside of Alabama.

Please enquire without publicity of the rural carriers on all routes

from your office and from other discreet sources, and give to me, at your earliest possible convenience, the information indicated by the following enquiries:

Has any agent visited your community for the purpose of employing laborers and others and sending them to foreign states?_____

If so, please give me his name and address if you can learn it._____

About how many laborers left your locality._____

Please give the names of any such who have left, using the back of this sheet if necessary._____

Please give the destination of those who have left._____

Did any of them carry their families with them?_____

Date of departure?_____

Wages and inducements offered?_____

Time of employment promised?_____

PLEASE LET ME HAVE AN IMMEDIATE REPLY ON THIS SHEET."

Up to this time I have received replies to sixty of these letters. I give you below extracts from several of them as follows:

Crenshaw Co

LAPINE, ALABAMA: "About thirty laborers have left my locality within the past sixty days. Do not know the names of any such who have left. The date of their departure is from October 1, to 10."

Montgomery Co

SELLERS, ALABAMA: "About one hundred and fifty laborers have left this locality in the past sixty days."

Bullock Co

MITCHELL'S STATION, ALABAMA: "Two or three hundred laborers have left this locality within the past sixty days. It would be impossible to give the names. Very few carried their families. Do not know the destination of these persons."

Crenshaw Co

GLENWOOD, ALABAMA: "About six laborers have left this community within the past sixty days. Their names are A. R. Driscol; John Siler; B. Copeland, R. M. Morgan, Anderson McLean, Jas. P. Pierson, and possibly others. The destination of those who have left are New Jersey and Pennsylvania. Only one carried his family. They departed between the 10th and 15th of October. They were offered $2.50. per day."

Hale Co.

ARITON, ALABAMA: The following have left this community within the past sixty days: Willie Jones; Jerry Shipman and Tom Dill; they left for Electric, N. C. One negro unknown to me left for New Brunswick, N. J. None of them carried their families with them. They left about October 1, 1916."

Montgomery Co

RAMER, ALABAMA: The following persons have left here and their addresses are set opposite their names

Will Shaver,	New Port, Ky. Cin -
Robert Richardson,	Hazard, Ky. Rupt.
W. H. Murphy,	Winchester, Ky. Lex
Herman Richardson,	Lebanon, Ohio. Cin
F. H. McIntyree,	Derry, Pa. Pitts
Wilson Jones,	Winchester, Ky.
Grant Arrington,	Derry, Pa. Pitts
Frank Walton,	Winchester, Ky.
Mr. Henry Bane,	Zold, Ky.
Mr. John Davis,	Cresson, Pa.
Mr. David Davis,	Cresson, Pa." Pitts -

Henry Co

NEWVILLE, ALABAMA: "An agent was here for a few minutes, but I couldn't learn his name. Two or three hundred laborers have left this locality within the past sixty days. The destination of those who have left was Newark, N. J. They were offered $60.00 to $70.00 per month and were promised employment for six months. I have been able only to obtain the names of the following: Henry Edmondson and family. A. L. Brown and Pat Jones."

Geneva Co

MALVERN, ALABAMA: "Only one laborer has left this community within the past sixty days of which I have any knowledge. His name is Douglas Spires; he went to Newark, N. J. He left about October 1."

Barbour Co

CLIO, ALABAMA: "Do not know how many have left this community within the past sixty days. I have learned of the following:

Anthony Holston,
Charlie Bostwick,
John Bigham, and
Bose Gosey.

Some went to Ohio; some to Pennsylvania, but the majority went to New Jersey."

Barbour

ELAMVILLE, ALABAMA: Six laborers have left this locality within the past thirty days. Their names are

Cot Ellison,
Will Flemings,
Will Lightner,
Joe Pope,
Antna Holston,
Lige Bishop.

Several others are missing and it is thought they have gone also. Their destinations are Ohio and Indiana. They were promised $2.50 per day. Did not say how long their employment would continue."

#4.

MADRID, Houston Co ALABAMA: Several hundreds of laborers have left this community within the last sixty days. Can't give the names of all of them.

Wm. White,
Bud Paul,
Shak Dowling,
Will Chambers,
Preston Hughes,
Arthur Grant,
Joe Colburn,
Tom Tillis, and
John Conner.

We know of numbers that have gone but do not know their names. Their destination is Newark, N. J."

OZARK, Dale ALABAMA: A labor agent has visited this community for the purpose of employing laborers but I do not know his name. About 400 laborers left this locality. The destination was Newark, N. J. They left within the past six weeks. They were offered from $2. to $6. per day until the termination of the War. I have been informed that agents, black and white, working very quietly from Dothan, rounded up about 400 negroes from Dale County and sent them to Newark, N. J: Railroad fare and expenses advanced them by northern parties, to be deducted from wages at the rate of $1. per week. These negroes write back, boasting of the fact, that they can vote up there. A few negroes from here went to Cleveland, Ohio. There cannot be a shadow of a doubt as to the intention of these negroes to vote in such doubtful states as New Jersey and Ohio."

BELLWOOD, Geneva Co ALABAMA: There have been a few negroes who have left here for New Jersey and that section of the country, but they went on their own accord and paid their own fare."

TYSONVILLE, Macon ALABAMA: More than 100 laborers have left this locality within the past sixty days.

Lewis Hollis,
Johnson Hollis,
Richard Grant, and
Bunk Grant

went to Cold Bluff, Pa. Others left for West Virginia. Only one carried his family that I know of. They left about a month ago. They were offered $2. to $3. per day and employment was indefinite."

DOTHAN, Houston Co ALABAMA: "Labor agent whose name is J. J. DIE, #61 Broadway, New York, has visited this community for the purpose of employing laborers and others and sending them to foreign states. About 1500 have left this locality. I do not know the names of all of them. The following named persons left for Newark, N. J. Station 59,

Shiloh McKenney,	Coley McRae,
Thad Martin,	R. L. Thornton,
Joe Glenn,	Monroe Page,
Joe Johnson,	J. H. Loyal,
Dennis Morgan,	Fred Shorter.

#5.

Whites: H. F. George, Newark, N. J.
B. E. Seymour, Newark, N. J.
Colored: M. L. Thornton, Elizabeth, N. J.
J. H. Morrison, Hoboken, N. J.
Berry Roberts, Jersey City, N. J. Station #7,
Peter Williams, Boston, Mass.
Richard Smith, Boston, Mass.
Dan Cooper, Everette, Mass.
H. M. McRae, Beaver Falls, Pa.
Milton Bryant, Beaver Falls, Pa.

Monroe Page, aprominent leading negro of Dothan, Ala., took a train load of negroes with him when he left here. His address is #170 Academy St., Newark, N. J.

J. J. Dye, whose address is #61 Broadway, New York City, who lived here, went North in the early spring, carrying a lot of negroes with him. He has a son here, Garnett J. Dye, who has been very active in assisting the negroes of this section in going North. I have been informed that Garnett J. Dye, has been offered a fine position in New York, and that he is making his arrangements to leave here at an early date.

I understand that quite a number of agents have visited this section, but I am unable to secure their names.

The negroes leaving here have left their families, but I am told that their families will follow in the near future."

Bullock Co

OMEGA, ALABAMA: "Ten laborers have left this locality within the last sixty days.

Hosie Porter,
Bill Johnson,
Minnie Williams and others left for New Jersey. They were offered $2.50 per day.

Russell Co

HURTSBORO, ALABAMA: "A labor agent has visited this community recently for the purpose of employing laborers and others and sending them to foreign states. His name is E. Renfroe. He lives at some point in North Carolina. Hundreds of negroes have left this locality within the past sixty days to go to Chicago and other points. We have heard that the Buckeye C Oil Co. have sent some labor from here to their mill in Little Rock, Ark., to work a dam being built by Mr. Hardaway. E. Renfroe carried quite a number to North Carolina. The bulk of the exodus has been to Chicago. No solicitors. They go on "hear-say" of $3. per day. They must be getting it as they send back a good deal of money."

About 600 or 800 laborers have left within the past sixty days. Too many to try to name. They left for Chicago, Indiana, St. Louis, Cleveland and Pittsburg. They have all gone within the last three months. They were offered from $2.75 to $3. per day.

Macon Co

ROBA, ALABAMA: "About two or three hundred laborers have left this locality within the past sixty days. They went to Cleveland, Chicago and Pittsburg. Some of them carried their families.

A labor agent representing Pennsylvania interests has been operating here

He was seen by very few whites. Mingled among the negroes on the quiet. Possibly fifty or more have left this locality within the past sixty days and a great many went to Ohio and other places on their own account.

Ollie Alexander has gone to Blairsville, RFD #3, Box 99, Pa.
Will Harris, RFD 3 Box 99, Blairsville, Pa.

There were a great many others carried to the same place but letters to relatives indicate that conditions were not as represented and I understand a good many have jumped and are looking for work or working at other places. Some went to Cleveland, Ohio; some to Cincinnati; some to Toledo, and some to Chicago. None carried their families. The Blairsville bunch left on or about September 17 with transportation agent. Never have heard his name. I learned that they went to do railroad work and were offered from $2.50 to $5. a day.

BANKS, ALABAMA. About half the laborers in this locality have left within the past sixty days. Jerry Hall went to Verona, Pa. The others left for Chicago, Ill., Americus, Ga., Verona, Pa., and Birmingham, Alabama.

Pitts.

HARDAWAY, ALABAMA: I am informed that a labor agent operated in this section in the past sixty days. About 100 laborers have left here during that time.

William Banks,
Amos Foy,
Jesse Foy,
James Wade,
James Austin,
Lem Daniels

Pitts.

and many others too numerous to name. They left for Verona, Pa. They did not carry their families. They left within the last thirty days. Were offered from $2. to $4. a day.

FITZPATRICK, ALABAMA: "A labor agent has operated in this section for the purpose of employing laborers and sending them to foreign states. His name is Arthur Jones (or James) colored, New Port, Ky., and others unknown. About 200 laborers have left this locality during that time. Their names and destinations are as follows, as far as I can learn:

John Tanks, Morgan, Ky.
James Bray, 2741 Sample Ave., St. Louis, Mo.
Enlis Stovall, 34 Canal St., Trenton, N. J.
Richard Humphrey, RFD #2, Marysville, Tenn.
Ralph Brown, 535 Fourth Street, Cincinnati, Ohio.

Arthur James (colored) 25 or 30 years old, carried off on pass October 17 to 19, to NewPort Ky. the following:

John Orum,
Algy Warren,
Garfield James,
Jim Patterson,
Henry Sheppard,
Charlie Boswell.

There is another labor agent here now who has made arrangements to carry off

a crowd Saturday night, October 21, I am unable to locate this agent.

George Powder and others met agent in Montgomery and there got transportation to Seward, Pa.

Adle Baldwin and family were furnished transportation to Berryburg, W. Va. Agent unknown. Majority of negroes are meeting labor agents in Montgomery for transportation to Tennessee, Indiana, Florida, Michigan, Ohio and Pennsylvania.

Bullock

GUERRYTOWN, ALABAMA: A labor agent by the name of Enoch Renfroe from Hurtsboro, Alabama, operated in this locality. About 150 laborers have left this locality within the last sixty days. They went to North Carolina and Chicago. They were offered from $1.50 to $3.50 a day. (Renfroe is same man mentioned in report from Hurtsboro herein)

Bullock

PEACHBURG, ALABAMA. No labor agent has been here. The negroes who left here seemed to be going to Birmingham, Ensley and Gary, Ind. A good many are sending money to their families. They seem to be leaving their wives and families here to take care of what is left them. Those who left seem to be going to steel plants.

Hale

PINCKARD, ALABAMA: Five laborers have left this community in the last sixty days that I know of. I know the name of only one, viz: Joe Pope. He left for Newark , N. J. Most of the others left for Newark, N. J. They were offered $2.50 a day and up."

Montgomery Co

MT. MEIGS, ALABAMA: About fifty laborers left here. The agents were located in Montgomery. Those who left were

Will T. Lightfoot,
Henry Pinkston,
Josh Burch,
John Marshall,
Sanders Smathers,
George Franklin,
Willie Lucas,
Paul Pierce,
Pierce Burns.

Their destinations were Louisville, Ky., Maryville, Tenn., and other states east. Do not know the dates they left. Heard they were offered $2.50 a day.

Houston Co

COWARTS, ALABAMA: Three laborers have left here: Alex Kirkland, Eugene W. Jesbraw, Will Beasley. They went to New Jersey and Pennsylvania. Will Beasley took his family with him. They left between October 12th and 15th. Were offered from $2. to $4. per day."

Macon Co

FORT DAVIS, ALABAMA: The labor agent working in this locality was named Luther Davidson (negro) for Pennsylvania R. R. Co. Two or three hundred laborers left. I know the names of only a few as follows: Butler Boyd, Fortie Johnson, Henry English, Wm. Pride, Jas. Pride, Jeff Allen, Amos Cooper.

City Pitts

#8.

Pittsburg Cin

Their destinations are Blairsville, Pa., Dayton, Ohio, and Pittsburgh, Pa. They did not carry their families with them but are sending for them. Have been leaving since September 1st, 1916. Heard they were offered from $2.25 to $3.00 per day.

Respectfully,

Thos. D. Sanford

United States Attorney.

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,
NORTHERN DISTRICT OF GEORGIA,
ATLANTA.

October 19, 1916.

The Attorney General,
Washington.

Sir:

Supplementing my letter of this date on the subject of the movement of laborers from Georgia to Northern States and the information therein contained on the second page relative to movement to Bauxite, Arkansas, you are further advised that Frank Earl and Henry Billingsley recently left Polk County, Georgia, for Piedmont, Alabama, at which point it was promised that they would secure free transportation to Bauxite, Arkansas.

Respectfully,

Hoopr Alexander
United States Attorney.

A-E

182363-39
DEPARTMENT OF JUSTICE
OCT 21 A.M. 1916
MAILS AND FILES DIVISION
WALLACE HERRON

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,
NORTHERN DISTRICT OF GEORGIA,
ATLANTA.

October 19, 1916.

182363-38

To Offley + Wallace 10-21-16

RECORDED

DEPARTMENT OF JUSTICE
OCT 20 P.M. 1916
MAILS AND FILES DIVISION
WALLACE

File

The Attorney General,
Washington.

Sir:

The information that comes into this office in response to letters relative to the movement of laborers from this State is rarely ever complete, and I find it necessary to write several letters before I can exhaust the subject. I presume, however, it is well enough to communicate the facts to you as far as they are ascertained without waiting for full information.

You are accordingly advised that William Robinson, a negro, went to Perth Amboy, New Jersey, last year. Since that time - but whether very recently or not I have not yet learned - Luther and Henry Robinson, with other negroes whose names I have not learned, have gone from Gainesville, in Hall County, to Perth Amboy, New Jersey, to work in ammunition mills. A negro in Gainesville by the name of J. D. O'Kelley claims to have received 25 tickets from some undisclosed source to be used in sending negroes to Perth Amboy, but claims to

have returned them. Other negroes have gone from Gainesville to Cleveland, Ohio, but I have not yet learned their names.

From Reynolds, Georgia, in Taylor County, in the southwestern part of the State, various negroes have recently left, but I have not succeeded in getting their exact present addresses. I am still endeavoring so to do. These are as follows: Fozie Gray, Cincinatti; William Gray, to New York and thence by Steamer to Boston; Buddy Hix, Erie, Pennsylvania; Arthur Dent, Detroit, Michigan; Harry McCrary to some point in Maryland; Herbert Little and Albert Smith to Cincinatti.

One Joe Buyers of Beauxite, Arkansas, induced divers laborers to go from Polk County, in Georgia, to Beauxite, Arkansas. He was accompanied by a man named Alexander, claiming also to be from Bauxite, who took charge of all tickets and did not allow the laborers possession of them. They were met at Piedmont, Alabama, by a policeman - name unknown - who went with the party as far as Birmingham. I have not ascertained the number that went. Some of them have returned and are scattered through Polk County. I am endeavoring to ascertain further facts from them.

"A few months since James Miller, L. E. Whitehead and W. A. Stultz, claiming to be from Flemming, Kentucky, appeared in Walker County, Georgia, and induced a large number of laborers to leave the employment of the Dade Coal & Iron Company and go to Flemming, Kentucky, on the promise of remunerative employment. The following laborers left in charge of James Miller, to wit: Luther Tippins, Charles Miller, Luther Miller, Henry Tipton, Fred Vinson, Richard Vinson and Obie Dotson. The following left in charge of L. E. Whitehead: Will McWilliams, Will Sharnburg, Joe Stoner, W. A. James, Lon Miller and Will Hatfield. The following left in charge of W. A. Stultz: John Masgrom, Joe Crumpleton, Bill Manning, Jim Manning, Till Burrows, Will Powell, Will Moon, Will Culpepper and Luck Amens."

From Schley County in the southwestern part of the State several negroes have recently gone to Hartford, Connecticut, but the names are not yet furnished me nor their addresses. I think I will be able to get these. They are said to have been induced to go by an agent operating from Americus in Lumpkin County, Georgia. I have communicated this information about the Americus agent

to the United States Attorney for the Southern District of Georgia.

Respectfully,

Hooper Alexander

United States Attorney.

A-E

ABB
ALS

182363 - 37

October 12, 1916.

United States Attorney,
Jackson, Miss.

Referring your telegram twelfth Bureau of Investigation will pay actual and reasonable expenses fin during deputy marshal period necessarily employed on work mentioned.

Gregory

Department of Justice

TELEGRAM RECEIVED.

4W. O. 54 G.R.

Jackson, Miss., October 12,1916.

The Attorney General,

Washington,D.C.

deputy marshal Meridian very safe
Jasper Boykin fin at Normalization is unchangeable rusticity

active intelligent request authority assist
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expenses no local agent Natchez Vicksburg
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George,

U.S.Attorney.

12:56 p.m.

182363-37
DEPARTMENT OF JUSTICE
OCT 12 A.M. 1916
MAILS AND FILES DIVISION

WALLACE-HERRON BIELASKI

WCH-BGL

182363

October 20, 1916.

United States Attorney,
Louisville, Kentucky.

Department informed five thousand negroes have left Louisville within recent period for northern points, suggested Indiana. This for your investigation in addition previous instructions.

Gregory

(Please code.)

182363-36
DEPARTMENT OF JUSTICE
OCT 21 A.M. 1916
MAILS AND FILES DIVISION

WWJr-

182363—35

WCH-BGL

October 20, 1916.

Charles A. Karch, Esq.,
United States Attorney,
East St. Louis, Illinois.

182363-35

DEPARTMENT OF JUSTICE
OCT 21 A.M. 1916
MAILS AND FILES DIVISION

Sir:

Reports have reached this Department that large numbers of negroes have been sent from the South to the North within the last month or two, and that this transportation is possibly in connection with illegal registration and voting at the coming election. Certain specific reports have been made as to the transportation of such negroes to East St. Louis, and Agent McLaughlin at St. Louis has been furnished the information and instructed to investigate the matter, but he has not yet had time to make any report. I shall be pleased to have you take this matter up in cooperation with Mr. McLaughlin and investigate the situation at East St. Louis in order to determine whether any violation of Federal law in connection with the coming election is contemplated. Kindly do this as soon as possible, and report to this Department as frequently as

possible during the progress of your investigation.

Respectfully,

For the Attorney General,

Edward J. Green

Assistant Attorney General.

REH-RLD

182363 - 34

October 23, 1916.

Neil W. McGill, Esq.,
Acting United States Attorney,
Pittsburgh, Pennsylvania.

Sir:

The Department is in receipt of your letter of the 19th instant, advising it that upon investigation at Pittsburgh it appears that the one person who can give full information relative to the recent shipment of negroes to Pittsburgh by the Pennsylvania Railroad is J. C. Johnson, Superintendent of Telegraph, Broad Street Station, Philadelphia, Pennsylvania.

Mr. Johnson will be thoroughly interviewed with respect to this matter.

Respectfully,

For the Attorney General,

(Signed) Sam'l J. Graham

Assistant Attorney General.

PLEASE REFER TO
INITIALS AND NUMBER

1

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY,
WESTERN DISTRICT OF PENNSYLVANIA,
PITTSBURGH.

TIMES AND PLACES OF HOLDING COURTS.

AT PITTSBURGH—First Monday of May and second Monday of November.
AT ERIE—Third Monday of March and third Monday of September.

NWMcG-MAM

Oct. 19, ,1916.

The Attorney General,

Washington, D. C.

Sir:-

Referring to your letter dated October 14th, 1916, (your W. W. Jr. - W. C. H.) relative to the shipment of negroes to Pittsburgh, I beg to advise that upon investigation it appears that the one person who can give full information relative to this matter is J. C. Johnson, Supt. of Telegraph, Broad Street Station, Philadelphia, Pennsylvania.

This matter will be investigated thoroughly in this district but I deemed it advisable to forward to you at once the above information.

Respectfully,

Neil W. McGill

Acting United States Attorney.

To Mr Burlade.
J Herron

RECORDED

182363 — 34
DEPARTMENT OF JUSTICE
OCT 20 A.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON

IN REPLYING REFER TO INITIALS AND NUMBER

G-5731

Department of Justice.

WGB--GC

Office of the United States Attorney

For the Southern District of West Virginia,

Charleston.

TIMES AND PLACES OF HOLDING COURT.

CHARLESTON—First Tuesday in June and Third Tuesday in November.
HUNTINGTON—First Tuesday in April and First Tuesday after Third Monday in September.
BLUEFIELD—First Tuesday in May and Third Tuesday in October.
WILLIAMSON—First Tuesday in October.
WEBSTER SPRINGS—First Tuesday in September.
LEWISBURG—Second Tuesday in July.

October 18, 1916.

filed #43

182363-33

DEPARTMENT OF JUSTICE
OCT 20 A.M.
MAILS AND FILES
WALLACE-HERRON

The Attorney General,

Washington, D. C.

Sir:

Replying to your letter (WWJr WCH), of the 14th, instant, in reference to the alleged transportation of negroes from the South, to be used in illegal registration and voting at the approaching election, I beg to advise that there were, as the files of this office show, 951 negroes imported into the State, and repeated illegally, at the state-wide primary of June 6th, last, in the County of McDowell, and that this office is informed that certain persons will attempt to have these same negroes voted at the general election this fall. I may add that, under the laws of West Virginia, those who voted at the state-wide primary have the prima facie right to vote at the general election. Indictments are pending in this court against persons for violations by the commission of these acts, in McDowell County, and I deem it proper that a special agent, preferably, John R. Dillon, of the Pittsburgh office, who has been in McDowell County, be instructed to go there at once, and conduct a careful investigation, for two purposes. First, for preserving illegalities committed in the state-wide primary,

which evidence will be needed in the cases now pending, and, second, for the purpose of securing such evidence as may be procured in regard to any conspiracy to have these negroes voted this fall, and perhaps repeated. Such evidence can best be secured right now, while the conspiracies are in the process of formation, and their objects being accomplished.

I am further advised that Mercer County and Mingo County, which are likewise border counties upon the line between West Virginia and Virginia and Kentucky, will also perhaps suffer in these same respects. In this connection, I will add that I am a regular subscriber to the Williamson Daily News, published in Mingo County, and, in the issue of the 17th, instant, under the heading, "Illegal voters in Mingo County, as it is shown up on the registration books," there are contained the names of approximately 300 persons claimed to have been illegally registered for the approaching election. The newspaper sets out the facts as to why they are illegally registered, such as non-residents in the State, dead, etc., giving an alphabetical and specific list of each of such illegal registrations in each precinct of the county in which it occurs.

We have just recently tried two cases from this county growing out of the election of 1914, and conditions in that county are horrible, to say the least. One of

those cases resulted in a mistrial, and we will be obliged to try it again. I am firmly of the opinion that we should at once send one special agent, at least, to Mingo County, who can look into this matter carefully, and who, at the same time, can secure any evidence possible upon the case that remains yet to be tried, growing out of the election of 1914. In the three counties of Mercer, McDowell and Mingo, local deputies marshal will aid the special agents, and other local citizens will aid them, in arriving at the facts, and in securing evidence of wrongdoing. In the County of Kanawha, in which Charleston is situate, I am informed that transportation men are being brought into Cabin Creek district. There are twenty-eight voting precincts in this District. There is a population of about twenty-two or twenty-five thousand in the district. It is well known here that hundreds of illegal registrations and cases of illegal voting and repeating, have occurred there in the past elections, and I am informed now, by well-posted citizens of this, Kanawha, county, that arrangements are being perfected now in this district to vote illegally a lot of men at the general election. I deem it advisable that one special agent be detailed at once to come here to Charleston, and, in company with a local deputy marshal, make a careful investigation of these matters.

The Attorney General, #4.

In connection with these matters, generally, I request that you write the Marshal for this District, authorizing him to detail such of his deputies as may be needed to assist any special agent sent into this District for these purposes, in order that any necessary traveling expenses incurred by these marshals may be covered.

Respectfully,

William G. Barnhart

United States Attorney.

NEW SCHEME SPRUNG BY LABOR AGENTS IN SOUTH GEORGIA

Macon, Ga., October 17.—(Special.)—Labor agents from the north are at work again in Macon without having secured the $1,000 license required by the city and the city detectives are now making an effort to locate the guilty parties.

Last night between forty and fifty negroes gathered at the union station, saying they had been promised transportation north and jobs paying good wages. Several of them left the city, but the police got twelve of them on charges of loitering, and some of them, who were unable to give accounts of themselves, were convicted of loitering and sent to the chaingang.

According to one negro before the recorder today, he had been told that the negroes had been given three years in which to get out of Georgia, and that he had decided he had better go now while the going is good.

C

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Jan.
Mch.
May
Oct.
Dec.

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF GEORGIA,

ATLANTA. Oct. 18, 1916

The Attorney General,

Washington, D. C.,

Sir:

I enclose herewith a clipping from the Atlanta Constitution of this date relative to the activities of emigration agents .

I have written and called Mr. Donalson's attention to the matter.

Respectfully,

Hooper Alexander

a/g United States Attorney

182363-32
DEPARTMENT OF JUSTICE
OCT 20 A.M. 1916
LS AND FILES DIVISION
ATTORNEY GENERAL WALLACE-HERRON
Herron

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,

NORTHERN DISTRICT OF GEORGIA,

ATLANTA.

October 18, 1916.

The Attorney General,

Washington.

Sir:

A large number of letters has been received at this office from points in the Northern District of Georgia from which it would appear that in comparatively few sections of the district are any agents known to have operated in the effort to induce laborers to leave for Northern States. In the majority of instances where information is communicated it requires several letters before anything definite can be ascertained.

Information indicating movements comes from Clay County, Stewart, Early, Heard, Marion, Bartow, Coweta, DeKalb and Terrell, but very little of it thus far is available or informative.

The most definite information promising anything of value comes from Early County, in the Southwestern part of the State, furnishing the following names of negro laborers who have recently been induced to leave Georgia, with

RECORDED

182363-31
DEPARTMENT OF JUSTICE
OCT 19 P.M. 1916
MAILS AND FILES DIVISION
WALLACE BURCH

To Office of Pardons 10-21-16

their addresses, to wit:

E. L. Brantley,
Newark, New Jersey.

H. C. Hayes,
Newark, New Jersey.

George Jefferies,
Elizabeth, New Jersey.

C. C. Charles,
561 Pennsylvania Avenue,
Elizabeth, New Jersey.

G. H. Brantley,
Elizabeth, New Jersey.

Henry Hik,
561 Pennsylvania Avenue,
Elizabeth, New Jersey.

J. S. Barnett (white),
312 Ambridge Street,
Gary, Indiana.

W. O. Easom (white),
312 Ambridge Street,
Gary, Indiana.

Charlie Walker,
112 Cannon Street,
Newark, New Jersey.

Jim Hicks,
Station 59,
Newark, New Jersey.

Ed Guilford,
Station 59,
Newark, New Jersey.

Gus Rentz,
Station 59,
Newark, New Jersey.

All information received is being prosecuted by further inquiry, and is being turned over to the Investigator with direction to pursue the subject.

It is again reported to me that the names of the 180 laborers transferred to the works of the Morris Fertilizer Company in Chicago can be obtained from the superintendent at that place.

Respectfully,

Harper Alexander

United States Attorney.

A-E

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON, October 16, 1916.

RECORDED

182363-30

DEPARTMENT OF JUSTICE
OCT 19 P.M. 1916
MAILS AND FILES DIVISION
WALLACE HARDY PULASKI

The Attorney General,

Washington, D. C.

Sir:

In further reply to your telegram of the 11th instant, with reference to employment of labor for work in Indiana, Illimois, Missouri, and Ohio, I have the honor to submit the following:

In pursuance of authority granted in your telegram of the 12th instant, I instructed Mr. Jasper Boykin, Deputy Marshal, at Meridian, Miss., to investigate the movement there, and I enclose herein report which he has this day made to me.

In addition to the matters contained in his report, Mr. Boykin states that his best information is that most of the negroes living in Meridian and its vicinity, are working for Armour & Company in Chicago, Ill., and East Saint Louis. In his verbal report to me, he emphasized the fact that the negroes in Meridian were very reticent indeed about giving any information in this matter and that

he was unable to get anything except what is in his report. Mr. Boykin further states that it is generally suspected by the citizens of Meridian, that these negroes are being carried North to vote at the coming election, though we have no sort of proof to sustain any such charge. Mr. Boykin will go from here today to Vicksburg to investigate there.

Mr. R. S. Phifer, local agent of the Bureau of Investigation, in accordance with instructions received from Mr. Bielaski, has been investigating the situation here, and informed me that he would have an initial report prepared this afternoon, to be forwarded to you.

Shortly after the receipt of your telegram, I called on Mr. Wells and Mr. Sanders, of the firm of Mayes, Wells, May, and Sanders, the general and local counsel of the Illinois Central and Yazoo and Mississippi Railroads. I know these men intimately, and I told them that I wanted such information concerning this matter as they could get quietly without going to the head offices of the Company. They were very busy at the time, and I

was not able to have a further conference with them. Judge Mayes, the head of the firm, is in New Orleans in attendance upon the bedside of his wife, and Mr. Sanders informed me yesterday that he and Mr. Wells and Mr. May conferred about the matter, and further that they had no information except of the most general character. Mr. Sanders stated that it had long been the practice of the Illinois Central Railroad to carry negroes out of Mississippi for work, and that in the past it had not been necessary for them to carry them North as foreign labor was used in that section, but that they had even carried them into Louisiana and other Southern states where negro labor was employed. He said that the general practice was to authorize the section foremen, or what they call "straw bosses"-- they seem to be a kind of assistant foreman-- to employ negroes. The man in charge of the negroes would furnish transportation for himself and so many laborers, the names not being given as they were generally employed after the pass was written. Mr. Sanders assured me that he and the firm would be glad to give any information

in their power, but the above was about all they knew.

A section foreman, residing at Terry, Miss., a short distance below this place on the Illinois Central Railroad, by the name of George Rainey was arrested about a week ago for failing to pay the privilege license as a labor or emigrant agent. Rainey plead "not guilty", was fined $500, and immediately took an appeal. Mr. Sanders stated that Rainey was in the regular employ of the Illinois Central Railroad and was acting for them and on their instructions in attempting to get labor. Mr. Wells told me yesterday that most of the labor sent North by the Illinois Central Railroad was being used at Champagne, Ill. and at some place in Iowa, the exact place he had forgotten. Mr. Sanders further told me that so far as he knew, the Illinois Central had never taken any part in politics and that the movement of labor by it was in good faith and not for the purpose of violating the election laws.

I hesitated to request this firm to get the information desired from the general office of the company, because I did not know whether it would meet with your approbation, so I concluded to write you and

suggest that you communicate with the Hon. Blewett H. Lee, General Solicitor of the Illinois Central Railroad, at Chicago, Ill., or the Hon. R. V. Fletcher, General Counsel of the same railroad, at Chicago, Ill., and ask them for full information on the subject, including the names of the negroes who have been carried North. These men were both Mississippians. Of course, you know who Mr. Lee is. He was born and raised at Columbus, Miss., and is a son of General Stephen D. Lee. General Fletcher , at one time, was Attorney General of Mississippi and a member of the Supreme Court in this State. He went from the Supreme Court to Chicago to represent the Illinois Central and Yazoo and Mississippi Valley Railroads. I am satisfied that these men are not in sympathy with any effort to violate the law or vote men illegally, and I am sure that if you will request them to do so they will get you information if possible.

In the meantime, we shall proceed as diligently as possible with the investigation here, and will do our very best to obtain all the information possible.

In addition to what Mr. Boykin stated, I

am informed by Mr. E. L. Langstaff, Chief Deputy Marshal here, , and who resides at Durant, Miss., that about a month ago sixty negroes, in charge of a white man by the name of Bob Brown, were carried on a pass from Durant to some point in Illinois. Mr. Langstaff states that Mr. Brown has been in the employ of the Illinois Central Railroad off and on for about seven years as "straw boss", and that he went with the negroes mentioned and has charge of them there. It seems that the "straw bosses" and foremen who have charge of the negroes, run a commissary in which the negroes under their charge are boarded. That is the way they make their money.

It has been very hard to find the names of the agents operating from here because they seem to be regular men employed in the service of the Illinois Central Railroad Company, and when they get the laborers, they go with them to points where they are at work and remain there in charge of them.

Mr. Boykin who is present while this letter is being dictated, states that the movement in East

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY

FOR THE

SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON,

Mississippi, including Hattiesburg and Laurel, Miss., is in small parties, while our information is that the movement from this point is in parties of some size, traveling on a pass.

Respectfully,

J. W. George

United States Attorney.

JG-km

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY
FOR THE
SOUTHERN DISTRICT OF MISSISSIPPI,

JACKSON, October 16, 1916.

Mr. J. W. George,
United States Attorney,
Jackson, Miss.

Dear Sir:

in re: Labor Movement.

I have made a close investigation at Meridian, Miss., in regard to the above, and report the following:

I find from the agents of the joint railway station, at Meridian, that from five to twenty-five tickets daily are being sold into Indiana, Ohio, Missouri, and Illinois, but no party tickets. There seems to be an understanding with the negroes at Meridian not to talk to any one about the movement, and if there has been at any time an agent in that part of the country, no one, other than the negroes, has been able to see him. The passenger agents in that district have made every effort to locate any agent who might be in that section in order to get business, which is moving daily, but have been unable to locate any one.

From the information of the agent, at Meridian, most of these negroes going, come in on local trains on the

Northeastern, Alabama and Vicksburg, Mobile and Ohio, and Southern railways from the rural districts. On September 15th, a train from Mobile, Alabama, through Meridian, and over the L. & N. to Louisville, Kentucky, had 252 passengers, mostly negroes. Could not get any information as to their names or the agent. The writer believes, from information received from different negroes in Meridian, that some of the best negroes in the City are carried to different places in the East and are furnished large sums of money and then return to Meridian and spend it promiscously among the negroes, stating to them that they have plenty of jobs in the East for any one who cares to go there. After their return East, a great many of them follow them.

I have the names and addresses of a few good negroes who have left Meridian in the last two months. They are A. D. Daniels, #413 John Street, Cincinnati, Ohio; Ed Daniels, Dudley Daniels, and Toxie Vaughn, all residing at #303 South "A" Street, East Saint Louis, Missouri, and who work for Armour & Company; John Jenkins and Son Richards,

who work for the Griffin Wheel Company, Pullman Station, Chicago, Ill; Sam Bounds, #4113 Dearborn Street, Chicago, Ill; George McShan, #113 West 5th Street, East Saint Louis, Mo.; and Aaron Bennefield, #1911 Asberry Ave., Evansville, Ill. The party last named, knows all the negroes who have left Meridian, and the right person to talk to him could possibly get all the information of the whereabouts of as many as a hundred of these negroes.

The agent, at Meridian, informed me that no party tickets had been sold, and that without exception, all negroes purchasing tickets had twenty-dollar bills. I have watched closely to find out if any white man or agent talked to the negroes leaving the city, but can get no evidence whatever. It is very difficult to get the names and addresses of any of the negroes going away. It seems that this movement is being conducted very quietly. My information from the depot agents is that a great many are being removed from Laurel and Hattiesburg under the same conditions as they were removed from Meridian.

This is all the information I have been able to collect up to date.

Yours very truly,

Jasper Boylston

WWJr-

182363-29

WCH-BGL

October 19, 1916.

Alexander D. Pitts, Esq.,
United States Attorney,
Mobile, Alabama.

Sir:

It has been reported that during the last two months employment agents in Montgomery and elsewhere in Alabama have been active in employing laborers and others and sending them to work in Illinois, Ohio and Indiana. I should be pleased if you would proceed immediately and without publicity to ascertain the facts in this matter, using the services of the local investigator as you may deem necessary. Accounts of the activity of the agents have been published in newspapers and the facts can be ascertained from railroads, manufacturing plants and from postmasters in rural districts. Get the names of those who leave the State, the date of departure, the point of destination, the wages and inducements offered and time of employment promised or guaranteed, their present location, and the names and addresses of employment agents.

It is desired that you should cover your district as thoroughly as possible and report any thing outside that you may ascertain. It is also hoped that you will act promptly, and report from time to time as the matter progresses.

Respectfully,

For the Attorney General,

(Signed) Saml. J. Graham.

Assistant Attorney General.

Department of Justice

TELEGRAM RECEIVED.

5W. O. 31 G.R.

Montgomery, Ala., October 19,1916.

Attorney General,

Washington,D.C.

Suggest you wire attorney Southern District Alabama same code message you did me dated October twelfth similar condition applicable large part of his district.

Samford,

District Attorney.

11:46 a.m.

182363-27
DEPARTMENT OF JUSTICE
OCT 19 P.M. 1916
MAILS AND FILES DIVISION

Department of Justice

TELEGRAM RECEIVED.

6W. O. 42 G.R.

Charleston, W-Va., October 19,1916.

Attorney General,

Washington,D.C.

Referring my letter yesterday election matters this district have just been advised four or five carloads negroes imported from outside state to Cabin Creek Kanawha county this information to be used in connection my letter yesterday.

Barnhart,

U.S.Attorney.

12;42 P/M.

OCT 21 1916

182363-28
DEPARTMENT OF JUSTICE
OCT 19 P.M. 1916
MAILS AND FILES DIVISION
WASHINGTON

Oct 19, 1916.
This may be filed in Sen'l election file
Herron

DEPARTMENT OF LABOR
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON

DEPARTMENT OF JUSTICE
OCT 18 1916
ATTORNEY GENERAL'S OFFICE

October 17, 1916.

182363-27
RECORDED
DEPARTMENT OF JUSTICE
OCT 19 P.M. 1916
MAILS AND FILES DIVISION
WALLACE HERRON

file

Hon. T. W. Gregory,
Attorney General,
Washington, D. C.

My dear Mr. Gregory:

I am informed that many negro men and women are lured by promises of fabulous wages in the North to leave New Orleans and cities in Mississippi and Tennessee. The exodus from New Orleans has been less than from southern cities farther north, yet there has been a sufficient general departure from New Orleans to give color to a theory which is developing there that "an organized effort is being made by northern industries to tap the labor supply of the South." Cities neighboring on New Orleans report that labor agents have been working among the negroes and that large numbers have been shipped to Chicago and Kansas City. The agents have been active in New Orleans, but have conducted their work with considerable secretiveness and largely through sub-agents who are themselves negroes. It is said there that these negro commissioners have gone among their own people in New Orleans and made "remarkable promises of wages and jobs in Chicago and Kansas City packing houses." Negro women also have been approached and with such success that many New Orleans families are puzzled by the sudden departure of cooks. Along the New Orleans docks where negro labor is much depended on workmen are reported to us as becoming scarcer every day, and steamboat men find loading and unloading of cargoes a good deal of a prob-

lem. In some cases it has been proved, as we are informed, "that the negroes have been enticed to leave their homes on promises that have not been fulfilled." The regular bonded agents in New Orleans are not handling this exodus. "The work appears to be done by negroes who are sent here from the North." The situation is emphasized with the statement that "there is no doubt that many negro men and women have been persuaded to give up their homes and jobs here to go north on absurd promises made to them by negroes sent here from Kansas City and Chicago." It is not considered likely that labor agents will make any effort to get negroes from farther south than Montgomery in the future. Last Thursday 75 negroes were sent from Mobile to Kansas City for employment by the Armour Packing Company, which is said to be unable to get foreign labor on account of the war. A few days earlier 200 were sent from Montgomery to Pennsylvania to work on railroad construction. From Meridian, Miss., between 200 and 300 negroes have migrated north and west during the past two months, most of them going to St. Louis. There has also been considerable white migration from that point, better wages being the explanation. It is reported that labor agents are acting in adjacent sections, especially in the upper counties of Mississippi along the Alabama line. Labor agents are not operating in south Mississippi directly, but from Hattiesburg it is reported about 30 negro men and women, attracted by offers made elsewhere, had left Forrest County for Kansas City. Most of the women are

cooks who heard that packing companies wanted them. In Jackson, Miss., an active effort is being made against the migration of negroes from that section and practically all the municipalities have established high licenses for soliciting labor. It is estimated that 500 negroes have been taken from Jackson to Chicago and other points, including negro cooks in large numbers for work in northern factories and field hands going to Arkansas. From Natchez, Miss., it is reported that negro families are returning to that section instead of leaving there.

Very truly yours,

Louis F. Post

Assistant Secretary.

Pw

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,
NORTHERN DISTRICT OF GEORGIA,
ATLANTA.

October 17, 1916.

The Attorney General,
Washington.

Sir:

Information continues to come in from various sources directed to this office of various instances of the movements of small groups of negro laborers, and in some instances the names of persons active in the matter, but none of the information appears to be very clear or definite, and I am unable to report anything further today as the result of my own inquiries that will be of value.

Copies have been furnished me of the reports of Special Agent Calmes for the 14th and 16th instant, covering the period of the 13th and 14th respectively.

From this report and personal statements made to me by Mr. Calmes, it now appears that the claim of the Morris Fertilizer Company, to the effect that it transferred 61 laborers to its Chicago plant, of which I wrote you on the 14th, was a gross understatement. 180 laborers have been moved from the Morris fertilizer plant in Atlanta to the Morris fertilizer plant in Chicago. I have

To Clabaugh
9-19-16

182363-26
DEPARTMENT OF JUSTICE
OCT 19 A.M. 16
MAILS AND FILES DIVISION
WALLACE HERRON

urged upon the Special Agent that he procure the names of these laborers, and he tells me that the company officers here claim not to know them and not to have any record of them. I suggest that inquiry be made of this company in Chicago on the subject.

Respectfully,

Hooper Alexander

United States Attorney.

A-E

PLEASE REFER TO
INITIALS AND NUMBER

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY,
WESTERN DISTRICT OF PENNSYLVANIA,
PITTSBURGH.

TIMES AND PLACES OF HOLDING COURTS.

At Pittsburgh—First Monday of May and second Monday of November.
At Erie—Third Monday of March and third Monday of September.

Oct. 18, 1916.

NWMcG-MAM

The Attorney General,
Washington, D. C.

Sir:-

Your letter dated October 14th, 1916, (your W. W. Jr. - W. C. H.) relative to the shipment of negroes from the South to Pittsburgh, received.

This matter will be given careful attention and you will be advised if anything definite is ascertained.

Respectfully,
Neil N. McGill
Acting United States Attorney.

182363-25
DEPARTMENT OF JUSTICE
OCT 19 A.M. 1916
MAIL AND FILES DIVISION
WILLIS C. HERRON
Herron

TIMES AND PLACES OF HOLDING COURTS.

AT CLEVELAND—First Tuesdays in February, April, and October.

AT YOUNGSTOWN—First Tuesday after first Monday in March.

AT TOLEDO—Last Tuesdays in April and October.

Department of Justice.

Office of the United States Attorney,

Northern District of Ohio,

Cleveland, Ohio.

WWJr-WCH

Oct. 18, 1916.

The Honorable,

The Attorney General,

Washington, D C.

Sir:

I have your letter of Oct. 14th, relative to negroes sent to Akron, Ohio, for voting purpose. I will have this matter investigated and report to you later.

Very respectfully,

E. S. Werby

United States Attorney.

182363-24
DEPARTMENT OF JUSTICE
OCT 19 A.M. '16
MAILS AND FILES DIVISION

TIME AND PLACES OF HOLDING COURT.

AT CHARLESTON—First Tuesdays in June and December.
AT COLUMBIA—Third Tuesday in January and first Tuesday in November.
AT FLORENCE—First Tuesday in March.
AT AIKEN—First Tuesdays in April and October.

Department of Justice.

OFFICE OF

UNITED STATES ATTORNEY,

EASTERN DISTRICT OF SOUTH CAROLINA,

CHARLESTON.

October 18th, 1916.

The Attorney General,
Washington, D. C.

Sir:-

I desire to acknowledge receipt of your letter of October 14th, 1916, initials WWJr - WCH, in reference to the large number of negroes leaving the South for the North. I will investigate this matter at once and in case it developes that there is any considerable movement of negroes from this State, I will endeavor to furnish the Department with their location and any other information that I can secure.

Very respectfully,

Francis H. Weston

FHW:R. U. S. Attorney.

RECORDED

184363-23
DEPARTMENT OF JUSTICE
OCT 19 A.M. 1916
MAILS AND FILES DIVISION
WALLACE HERRON

CBS

182363-13.

October 17, 1916.

Hooper Alexander, Esq.,
United States Attorney,
Atlanta, Georgia.

Sir:

In reply to your request of the 13th instant, made on Dept. form 23 B, you are authorized to employ an additional stenographer for not exceeding ten days, at not over $5.00 a day. A certificate from the District Judge as to the necessity for this employment is required, and your selection for employment is subject to the approval of the District Secretary of the Civil Service Commission. Report your action to the Department in due course, so that the appointment and notice to the Marshal may be prepared.

Respectfully,

For the Attorney General,
(Signed) Charles Warren,

Assistant Attorney General.

Dept. Form 25 B.
(SEE INSTRUCTIONS ON REVERSE SIDE.)

Department of Justice.

DEPARTMENT OF JUSTICE
OCT 16 1916

Northern District of Georgia

Atlanta, Ga., October 13, 1916.
(Place and date.)

The ATTORNEY GENERAL,
Washington, D. C.

SIR: Authority to incur the following-described expense is hereby respectfully requested:

Nature of expense: (Describe fully, explaining the necessity—if for personal services giving proposed rate of pay, probable duration of employment, etc.)

To employ a temporary stenographer and typewriter for a period of not exceeding ten days to conduct correspondence relative to investigations directed in your code wire of October 11th, touching the removal of laborers from Georgia to other states, at an expense not exceeding $3.00 per day.

The amount of correspondence which it is thought will be needed in making this investigation is beyond the present capacity of the office force, and the work already done in that direction has been at the expense of other matters needing attention.

182363-13
DEPARTMENT OF JUSTICE
OCT 16 A.M. 1916
MAIL & FILE DIV.
WALLACE HERRON
ACCTS

Estimated total expense:
(a) Personal compensation $30.00
(b) Personal expenses
(c) Other items

Hoover Alexander
(Name.)
U. S. Attorney.
(Official title of officer.)

DEPARTMENT OF JUSTICE.
WASHINGTON, D. C.

Approved: Gerron Oct 16, 1916

You are authorized to incur the above expense.

The United States Marshal for the District of is hereby directed to make payment under the above authorization upon the presentation of accounts in duplicate properly prepared. Payment to be made from the appropriation

For the Attorney General:

Assistant Attorney General.

7—990

TIMES AND PLACES OF HOLDING COURTS.

CIRCUIT COURT OF APPEALS.
At Montgomery—Third Monday in October.

DISTRICT COURT.
At Montgomery—First Tuesdays in May and December.
At Dothan—First Mondays in June and December.
At Opelika—First Mondays in April and November.
A session of the District Court is also held on the first Monday of each month, under the rules adopted.

Department of Justice.

OFFICE OF THE UNITED STATES ATTORNEY,
MIDDLE DISTRICT OF ALABAMA,
MONTGOMERY.

October 16th, 1916.

182363-22
DEPARTMENT OF JUSTICE
OCT 19 A.M. 1916
MAILS AND FILES DIVISION
WALLACE MONROE
RECORDED

The Attorney General,

Washington, D. C.

Sir:

Replying further to the request contained in your code telegram dated October 11th, 1916, in relation to the activity of employment agents in Montgomery and elsewhere in Alabama, I beg to advise you that I have ascertained that probably five or six hundred such laborers have left Montgomery within the past sixty days. So far I have been unable to obtain any definite information as to the names of those laborers nor their destination. Probably all of them are negroes and most if not all of them are very poor. Their families did not go with them.

Employment agents inserted notices in local newspapers in Montgomery but did not sign any name. I made enquiry at the number where the advertisement stated the laborers were to report and so far have been unable to ascertain the names of the agents. I have just learned, however, that agents of the Pennsylvania Railroad operated in this city.

I have wired you today requesting permission to send a letter to each of the rural postmasters in this district, seeking the information desired. This information can probably be gotten by the postmasters from the rural carriers who know the different ones who get mail on their respective routes. This is the only means I can utilize with dispatch that will cover my district and get the information sought.

I was confined all last week with a jury term of the Federal court

#2.

at Opelika and am exceedingly busy this week preparing for a jury term of the Federal Court which convenes here next Monday. The term which commences here next Monday will probably last two weeks. The local investigator is a young attorney and cannot leave the city on this work. I merely make mention of these circumstances to indicate how I am hampered in the investigation. However, am devoting all the time I can to the matter and hope to be able to give you more definite information at an early date.

Respectfully,

Thos. D. Sampson

United States Attorney.

WWJr- WCH-BGL

187363-16

October 14, 1916.

Thomas D. Slattery, Esq.,
United States Attorney,
Covington, Ky.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place to your district; and if so, where the negroes come from, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the question of assigning special

investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

(Signed) Charles Warren

Assistant Attorney General.

WWJr- WCH-BGL

182363-16

October 14, 1916.

Perry B. Miller, Esq.,
United States Attorney,
Louisville, Ky.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place to your district; and if so, where the negroes come from, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the

question of assigning special investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

(Signed) Charles Warren,

Assistant Attorney General.

WWJr- WCH-BGL

October 14, 1916.

182363-16

James O. Carr, Esq.,
United States Attorney,
Wilmington, N. C.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place from your district; and if so, where the negroes are sent, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the question of assigning special

investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

(Signed) Charles Warren,

Assistant Attorney General.

WWJr-

WCH-BGL

182363-16

October 14, 1916.

William C. Hammer, Esq.,
United States Attorney,
Ashboro, N. C.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place from your district; and if so, where the negroes are sent, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the question of assigning special

investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

(Signed) Charles Warren,
Assistant Attorney General.

WWJr- WCH-BGL

182363-16

October 14, 1916.

J. William Thurmond, Esq.,
United States Attorney,
Greenville, S. C.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place from your district; and if so, where the negroes are sent, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the question of assigning special

investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

(Signed) Charles Warren,

Assistant Attorney General.

WWJr- WCH-BGL

182363-16

October 14, 1916.

Francis H. Weston, Esq.,
United States Attorney,
Charleston, S. C.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place from your district; and if so, where the negroes are sent, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the question of assigning special

investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

(Signed) Charles Warren.

Assistant Attorney General.

WWJr-

WCH-BGL

182363-16

October 14, 1916.

Stuart W. Walker, Esq.,
United States Attorney,
Martinsburg, West Virginia.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place to your district; and if so, where the negroes are sent from, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the

question of assigning special investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

Charles Warren,

Assistant Attorney General.

WWJr- WCH-BGL

182363-16

October 14, 1916.

William G. Barnhart, Esq.,
United States Attorney,
Charleston, West Virginia.

Sir:

This Department is investigating the charge that large numbers of negroes are being sent from the South to the North in connection with contemplated illegal registration and voting at the coming election. It is desired that you should immediately investigate this matter as well as you can with a view to determining whether such a movement has been or is taking place to your district; and if so, where the negroes are sent from, what inducements are held out to them, and what are the purposes back of this transportation. If on investigation you discover a situation of sufficient, substantial promise to justify further investigation, and such further investigation cannot be made by yourself, you may report the matter to this Department, by wire if it is urgent, with your recommendation, and the

question of assigning special investigators to aid you will then be determined.

Respectfully,

For the Attorney General,

(Sig.) Charles Warren

Assistant Attorney General.

Form 1201

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

1 D VT ---- 136 GR

COLUMBUS OHIO 637P OCT 13 16

182363-16

DEPARTMENT OF JUSTICE
OCT 16 P.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON

OCT 17 1916

THE ATTORNEY GENERAL 1457

WASHINGTON DC

Important developments here today fully justify investigations

LASSOER FLEECERS INTESTINE TATTLE IMPOROUS MEED MANLIER

indicate a broad plan colonize along lines

LILLIPUTIAN BUCOLIC DISPENSARY POME ZUDULAEGI CHURN MOBOCRATS

railroad evidence three car loads of men in

REAPPEAR GUNNER TAKER DUMBMONGRELS PANNOSE NODULAR LECHEROUS

one instance and statement reliable man who

PARDONER LOWLY CLICKER SOLVABLE REMOUNTED MUTATE VOCIFERATED

talked with them are scattered along railroad

STUTTER WASTER SWEETENER COMMUNICANT SAUCED CHURNED REAPPEAR

lines through Ohio Ind Ill to Chicago

MOBOCRATS TALLOWED PARABOLIC LIGULATED KISSED TATTED EMARGINATE

uncovered a group in this city today

TOURNAMENT BUCOLIC INFLECTION LECHEROUS TAB EMETICAL TATTLE

With evidence of others here Important Bolins

WASTER GUNNER PANNOSE PATRONIZERS INTESTINE LASSOER FUDAELTAS

request for additional Spl. Agts be promptly

RESPIRED HUSKILY CARBONATED SMELTERS CUTLAS PULVERIZELY

Form 1201

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION

TELEGRAM

NEWCOMB CARLTON, PRESIDENT

1 D VT 1.26GR COLUMBUS O OCT 13 16

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

2 THE ATTY GENL WASHN

1457

granted indications that plan connected with preparations
INELASTIC LILTING SWEATY POME ETYMOLOGIZE WASTERS PROCREATES
to meet railroad strike which was using
TATTED NIMBLE REAPPEAR SPLITTER VIOL UNTHREAD TUBEROSE
as cover for plan telegram sent to
CONCILIATION EXPLICATOR HUSKILY POME SUNLESS SEALERY TATTED
district attys. in several states before I
FROWN COQUET LECHEROUS SEMINARY SOLOISTS DANDIFYING KEEVE
left should be sent immediately to those in
MISBEGOT SHARPSHOOTER CUTLAS SEALERY LACTATIONS TAT TABOR LECHEROUS
north south. Ky. and district in W.Va
OVERRECKONED SLOGAN MELODIC CLICKER FROWN LECHEROUS VERMILION
bordering on Ohio river similar instructions also
DEVOUTLY PARBOIL PARABOLIC ROADSTER SHREWISH LUFFS CIRCUMAMBULATE
to splats in those states and district
TATTED SMELTERS LECHEROUS TABOR SOLOISTS CLICKER FROWNS
leave here tonight for Detroit at
MISAPPLYING INTESTINE TEASPOON HUSKILY FLECTION CONTUMACY
Statler hotel until further notice x
TMEMDIPAS JOCOSE TROT IMPROBABILITY OVERTOP

GRAHAM

820P

Department of Justice

TELEGRAM RECEIVED.

1 D. VT 136 GR.

Columbus, Ohio, ~~xx~~
Oct. 13, 1916. 637 P

The Attorney General,
Washington, D. C.

Important developments here today fully justify investigation. Indicate a broad plan colonize along lines railroad. Evidence three car loads of men in one instance and statement reliable man who talked with them are settling along railroad lines through Ohio, Indiana, Illinois to Chicago. Uncovered a group in this city today with evidence of others here. Important Bolin's request for additional special agents be promptly granted. Indications that plan connected with preparations to meet railroad strike which was used as cover for plan. Telegrams sent to district attorneys in several states before I left should be sent immediately to those in North and South Carolina, Kentucky and district in West Virginia bordering on Ohio river; similar instructions also to special agents in those districts. Leave here tonight for Detroit. At Statler Hotel until further notice.

Graham.

820 P

WWJr- WCH-BGL

187363-15

October 14, 1916.

Perry B. Miller, Esq.,
United States Attorney,
Louisville, Ky.

Sir:

The United States Attorney at Birmingham, Alabama, has informed the Department that a large number of negroes are being shipped north from Birmingham, Montgomery and Selma, Alabama, and it has been suggested that possibly their shipment may be connected with illegal registration and voting at the coming election. The United States Attorney further states that the Consolidated Coal and Coke Company of Jenkins, Kentucky, receives and distributes many of these and that a number of them go to Finley, Kentucky. Will you please investigate this matter as well as you can, with a view to determining whether these negroes are shipped to Finley, and for what purpose this shipment is made.

The United States Attorney at Covington, Kentucky, within whose jurisdiction Jenkins is situated, has been

written to also in regard to the matter, and I suggest that you cooperate with him, if necessary, in the investigation.

Respectfully,

For the Attorney General,

(Signed) Charles Warren,

Assistant Attorney General.

WWJr- WCH-BGL

182363-15

October 14, 1916.

Thomas D. Slattery, Esq.,
United States Attorney,
Covington, Ky.

Sir:

The Department has received information from the United States Attorney at Birmingham, Alabama, that a large number of negroes are being shipped north from Birmingham, Montgomery and Selma, Alabama, and it has been suggested that possibly it may be intended to use these negroes in fraudulent registration and voting at the coming election. It is stated further by the United States Attorney that the Consolidated Coal and Coke Company of Jenkins, Kentucky, receives and distributes many of these and that a number of them go to Akron, Ohio, and Finley, Kentucky. I should like to have you make such investigation of this matter as you can with a view to determining whether these negroes are being distributed in this way, to what points they are being distributed,

and for what purpose.

The United States Attorney at Louisville, within whose jurisdiction Finley is situated, has also been written to in regard to this matter, and I suggest that you cooperate with him, if necessary, in this investigation.

Respectfully,

For the Attorney General,

(Sd.) Charles Warren,

Assistant Attorney General.

WWJr- WCH-BGL

182363-15

October 14, 1916.

Rogers L. Burnett, Esq.,
United States Attorney,
Scranton, Pa.

Sir:

The United States Attorney at Birmingham, Alabama, has informed the Department that a large number of negroes have been shipped north from Birmingham, Montgomery, and Selma, Alabama, and it is suggested that perhaps these shipments may have connection with illegal registration and voting at the coming election. It is stated that the Pennsylvania Railroad has advertised for them at Montgomery and Selma, and takes them from there to Scranton. Presumably the object in taking them to Scranton is mainly for the purpose of further distribution, but I should be pleased if you would make such investigation of this matter as you can, with a view to determining whether these negroes are shipped to Scranton, to what points they are shipped further, and the probable reason for

their importation.

Respectfully,

For the Attorney General,

(Signed) Charles Warren,

Assistant Attorney General.

WWJr- WCH-BGL

182363-15

October 14, 1916.

E. Lowry Humes, Esq.,
United States Attorney,
Pittsburgh, Pa.

Sir:

The United States Attorney at Birmingham, Alabama, has informed the Department that a large number of negroes have been shipped north from Birmingham, Montgomery, and Selma, Alabama, and it is suggested that perhaps these shipments may have connection with illegal registration and voting at the coming election. It is stated that the Pennsylvania Railroad has advertised for them at Montgomery and Selma, and takes them from there to Pittsburgh. Presumably the object in taking them to Pittsburgh is mainly for the purpose of further distribution, but I should be pleased if you would make such investigation of this matter as you can, with a view to determining whether these negroes are shipped to Pittsburgh, to what points they are shipped further, and the probable reason

for their importation.

Respectfully,

For the Attorney General,

(Signed) Charles Warren

Assistant Attorney General.

WWJr- WCH-BGL

182363-15

October 14, 1916.

Edwin S. Wertz, Esq.,
United States Attorney,
Cleveland, Ohio.

Sir:

The United States Attorney at Birmingham, Alabama, has informed the Department that a large number of negroes are being shipped north from Birmingham, Montgomery and Selma, Alabama, and it has been suggested that possibly their shipment may be connected with illegal registration and voting at the coming election. The United States Attorney further states that the Consolidated Coal and Coke Company of Jenkins, Kentucky, receives and distributes many of these and that a number of them go to Akron, Ohio. Will you please investigate this matter as well as you can, with a view to determining whether these negroes are shipped to Akron, and for what purpose this shipment is made.

Respectfully,

For the Attorney General.

(Signed) Charles Warren,

Assistant Attorney General.

Form 1201

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
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182363-15

DEPARTMENT OF JUSTICE
OCT 16 P.M. 1916
MILS AND FILES DIVISION

WALLACE-HERRON

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

250AN K 88GVT

BIRMINGHAM ALA 458PM OCT 13TH 1916

ATTORNEY GENERAL

1323

WASHINGTON DC

Estes McCarty Davz Ryan Williams

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AND SCRUTINIZEDING AND TAKE THEM TO SCALDS AND POLYCHORDS

BELL

618PM

WWJr-

182363-14

WCH-BGL

1010

October 16, 1916.

Herbert S. Phillips, Esq.,
United States Attorney,
Tampa, Florida.

Sir:

This Department has been informed that large numbers of negroes have been shipped, and are being shipped, from the South to the North, and the suggestion is made that it may have some connection with illegal registration and voting at the coming election. It is said that large movements of this character have taken place from Jacksonville, Florida, during the last two months, as many as 2300 negroes having been moved from that point. I should be pleased to have you investigate this matter as well as you can with a view to ascertaining whether negroes have been moved in this manner, to what points they have been moved, what inducements were held out to them, and what was the purpose behind the transportation. If on investigation, there seems to you a case of sufficient

substantial promise in the matter of election frauds as to justify further investigation, you should report the matter to this Department, by wire if it is urgent, with your recommendation, and it will then be determined whether to assign special investigators in order to aid you.

Respectfully,

For the Attorney General,

Signed: Charles Warren,

Assistant Attorney General.

U. S. COURTS.

ATLANTA:
First Monday in October and second Monday in March.
ATHENS:
Second Monday in April and first Monday in November.
COLUMBUS:
First Mondays in May and December.
GAINESVILLE:
Fourth Mondays in April and November.
ROME:
Third Mondays in May and November.

DEPARTMENT OF JUSTICE.

OFFICE OF UNITED STATES ATTORNEY,
NORTHERN DISTRICT OF GEORGIA,
ATLANTA.

October 14, 1916.

The Attorney General,

Washington.

Sir:

Pursuant to the directions contained in your wire of October 11th relative to the transportation of laborers and others from this State into the States of Ohio, Illinois and Indiana, I report that I took up the matter at once with the Special Agent of the Bureau of Investigation in charge at this point, and he has put such force as he has at work on the investigation.

Contemporaneously with that investigation I have addressed special personal letters to every postmaster in this district by name, except in the counties of Gilmer, Pickens, Fannin, Union, Towns, Rabun, Dawson and Forsyth. It was not considered necessary to write into these counties. Comparatively few letters have yet been received in reply, though I anticipate a considerable number of replies by the 16th. Only one of the replies received to date indicates any knowledge on the subject. The Post-

File "C.D."

Oct. 16. 1916
Referred to Mr Burlesh. I have read this, and have written Mr. W. Dally at Jacksonville
Herron

182363-14

DEPARTMENT OF JUSTICE
OCT 16 A.M. 1916
MAILS AND FILES DIVISION

ATTORNEY GENERAL WALLACE-HERRON

master at Sargent, Georgia, writes that negro laborers from that neighborhood were induced to go to Chattanooga and were there abandoned and sent back. I have written to him for further information.

I learned yesterday that a large number of negro laborers have been removed from the County of Dougherty, it is said, to New Jersey. I have reported this matter to the Special Agent in Charge and steps have been taken looking to an ascertainment of the facts in that case.

Incidentally, it has been learned through the Agent of the Bureau of Investigation that a very large number of negro laborers have recently been moved from Montgomery, Alabama, to Marysville, Tennessee, where it was represented to them that they were to be employed in coal mines. 78 went on July 7th in charge of W. B. Harrison; 15 on July 13th in charge of Bud Hall; 75 on July 31st in charge of Wess Johnson; 125 on August 11th in charge of Wess Johnson; 124 on August 28th in charge of Wess Johnson; and 34 on September 11th in charge of William Brown. Nothing further has yet been ascertained as to the names of these laborers, but the persons indicated as going in charge of the several detachments were also the persons who recruited them.

Mr. Chase
m 7380

Robert Cusick and A. B. Colley, white men, representing themselves to be recruiting agents for the Pennsylvania Railway Company, took charge of and removed 286 negro laborers from Montgomery, Alabama, and 24 others from Opelika, Alabama, on September 24th, their destination being Washington, D. C. The railroad fares of all these alleged laborers were prepaid by the Pennsylvania Railway Company, and it was represented that the negroes had been employed as section hands on the line of railway of the Pennsylvania Railway Company at the rate of $1.80 per day, and in the State of Pennsylvania.

It is alleged that at the time of these removals these negroes were idle, the idleness being produced by reason of the boll weevil destroying the cotton crop. It has not yet certainly appeared whether these negroes who were removed to Marysville, Tennessee, were moved by the agents of the Pennsylvania. Further inquiry will be made on this line.

It is stated by a representative of the Atlanta & West Point Railway Company that at Fitzgerald, Georgia, which is in the County of Ben Hill, in the Southern District, so many laborers, previously engaged in saw mill

work, have been carried North as to result in the shutting down of saw mills in that vicinity. This matter has not yet been investigated, and it is suggested that it can probably be better investigated through the agency of Mr. Earl Donaldson, United States Attorney, Macon, Georgia. I will, however, ask the Special Agent of the Bureau of Investigation to run this matter down, provided he can get the necessary time.

At some time in the early part of the summer, probably in June, 61 negroes working for the Morris Fertilizer Company at this point were removed to Chicago, Illinois. It is claimed by the officials of this company that these men were employed here in their works, that they have similar works in Chicago, that the conditions of their business are such as to have resulted at that time in an increased demand for labor in Chicago and a diminished demand for labor in Atlanta, and that they simply moved these men from one plant to another. The names of the laborers have not yet been ascertained, but I have requested the Bureau of Investigation to get this data.

I am of opinion that important evidence can probably be ascertained by locating Robert Cusick and A. B. Colley

and causing them to be interviewed.

Very large movements are said to have taken place from Jacksonville, Florida, during the last two months, as many as 2300 negroes having been moved from that point. I presume the inquiry on that subject will be covered through some other agency.

This report is necessarily incomplete, and is only intended to communicate such facts as have been thus far ascertained. This office will prosecute the inquiry further during the coming week through the county officers in the various counties in this district.

Respectfully,

Hooper Alexander

United States Attorney.

A-E

Mr. Graham says the following appears in the Indianapolis News of October 13th:

> From all information obtainable, the March primaries are not being investigated. Both Mr. Bielaski and Mr. Herron said, so far as they know, the primaries were not concerned, although they said they would cause any charges of irregularities at these primaries to be investigated. Department of Justice officials said that they hardly knew under what United States Statute they are proceeding. They said the decision of Judge Anderson in the Terra Haute cases which held that Section 37 of the Penal Code was sufficient basis for election fraud prosecutions had recently been overruled by Judge Brown in the Rhode Island cases. This decision is now before the Supreme Court on Appeal, and it was said that it was hoped that Judge Anderson's decision would be upheld.
>
> In the meantime, all prosecutions contemplated must be made under Section 16 of the Criminal Code which guarantees to every citizen the right to have his vote counted. Convictions under this section are difficult, it was said, as the Government must prove that some person was actually prevented from voting or that his vote was not counted in an election to which a United States Senator or Representative is concerned.
>
> Special agents are investigating charges of fraud at Denver, and Detroit, and Ohio, Virginia, and Pennsylvania cities.

Note for the Attorney General by Mr. Graham:

The very next line is headed "Slack gives out Statement". He gave out the same time that was sent him. Call the Attorney General's attention to this fact.

File in General file
Herron

182363-12
DEPARTMENT OF JUSTICE
OCT 16 A.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON

File General ~~Negro~~ Labor
Herron

DEPARTMENT OF LABOR
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON

DEPARTMENT OF JUSTICE
OCT 1 1916
ATTORNEY GENERAL'S OFFICE

October 13, 1916.

My dear Mr. Gregory:

Wage earners have gone in considerable number during the past two or three months from South Carolina, Florida, Georgia and Alabama to other states, without any considerable number having gone from any one of the above named states into any of the others. Most of those who left their states went from Florida and Georgia. Some went from Alabama. Mainly they went to Pennsylvania, although some went to New York. Practically all of them were solicited by railroad agents working quietly, and some through correspondence. From information gained from colored laborers making inquiry at our office in Jacksonville, Florida, daily it would seem to be evident that this method of securing labor from the south and bringing it into the north is still going on actively. The laborers go from northern and central Florida, southern and central Georgia, and judging by newspaper accounts noted in our Jacksonville office, from the vicinity of Birmingham, Alabama. It is noted that their destination appears to be the Pennsylvania Railroad at Philadelphia where they are presumably sent out to various points, mostly in Pennsylvania, though some to New York and some to Ohio. I am not yet informed as to exodus to other employers or places. Possibly one-third of those who go out come from farms and nearly all others are unskilled laborers.

For action see up at top

182363-11
DEPARTMENT OF JUSTICE
OCT 16 A.M. 1916
MAILS AND FILES DIVISION
WALLACE-HERRON

There has been no exodus of white laborers from this region.

Very truly yours,

Louis F. Post

Assistant Secretary.

Hon. Thomas W. Gregory,
The Attorney General,
Washington, D. C.

THE SECRETARY OF THE TREASURY

DEPARTMENT OF JUSTICE
OCT 12 1916
ATTORNEY GENERAL'S OFFICE

Dear Gregory -

The enclosed for your information.

WGM

Oct. 8.
Cuban Claims
Mr. Douglas Co

182363-10
DEPARTMENT OF JUSTICE
OCT 16 A.M. 1916
MAILS AND FILES DIVISION
ACKNOWLEDGED

Washington, October 8.—(Special.)—A. F. Caffey, a negro practitioner of Montgomery, has asked Congress, through Representative Dent, to send him throughout cities of the south to protest against the "wholesale departure" of negroes for the north and east.

Caffey declares that on Sunday, September 24, 1000 negro men and boys left Montgomery for northern cities where, they had been informed, they could procure abundant labor at handsome wages.

"No one knows better than I," writes Caffey, "the extent of the folly involved. The negroes will have no opportunity to make good out of the south. They will soon return, broken in purse and spirit, and in a state of dependency.

"I have a good practice here and am a taxpayer in Manhattan. I know conditions in the north and south. I would abandon my work and go out and tell my people of the danger they run."

Mr. Dent is in sympathy with the idea and position of the colored doctor, but he realizes that it will be impossible to obtain from Congress a commission for Caffey as lecturer against an hegira from one section to another. Mr. Dent stated that he had heard from many sources of negro labor being tempted into other fields.

MEMORANDUM FOR THE SECRETARY:

Governor Harding has just asked me to give this information to you:

The Governor gets reports that negroes are being taken from Georgia, Alabama and Mississippi, where the cotton crop has not been particularly good, and sent into Indiana, Missouri, Ohio and West Virginia for the ostensible purpose of giving them jobs, but in all probability for the purpose of voting them in the coming election. Mr. Harding says that 60,000 negroes have left these States recently and been sent North. He says that 3,000 have been taken out of Birmingham alone, where there is a great demand for labor. The enclosed is a clipping from a Montgomery paper of September 24th, which confirms the reports that negroes are being sent out of the South.

This has a peculiar political significance, and I thought you would want to take the matter up with the Attorney General at once.

JMC

Take this and find out in general what the facts are

Herron

Department of Justice.

TELEGRAM RECEIVED.

3W. O. 35 G.R.

Opelika, Ala., October 13,1916.

Attorney General,

Washington,D.C.

Your code telegram of eleventh forwarded to me here will receive my prompt attention as soon as I can disengage myself from this court which will be Monday.

Samford,

District Attorney.

12:noon.

OCT 14

File

182363-9

DEPARTMENT OF JUSTICE
OCT 14 A.M.
MAILS AND FILES DIV.

GRAHAM

Form 1201

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT

CLASS OF SERVICE	SYMBOL
Day Message	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a day message. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

216AN AI 17 GVT

JACKSON MISS 358P OCT 11 1916

THE ATTORNEY GENERAL 1111

WASHINGTON DC

Telegram received. Have heard movement laborers will investigate + report promptly

SUNNED INTERCESSION INTERLOCKED OF ORCHID OF MERSES WAG MANIKEN

GEORGE US ATTORNEY

514P

File Clerk

OCT 14

182363-8

DEPARTMENT OF JUSTICE
OCT 12 A.M. 1916
MAILS AND FILES DIVISION

GRAHAM GRAHAM

POSTAL TELEGRAPH – COMMERCIAL CABLES

CLARENCE H. MACKAY, PRESIDENT.

RECEIVED AT
EVANS BUILDING
1418 NEW YORK AVENUE
WASHINGTON, D. C.
TELEPHONE: MAIN 6000

TELEGRAM

DELIVERY NO.

The Postal Telegraph-Cable Company (Incorporated) transmits and delivers this message subject to the terms and conditions printed on the back of this blank.

16W—26809

DESIGN PATENT No. 40529

243AgD 622p 22GVT

Atlanta Ga Oct 11-16

341

Attorney General

Washn DC

Your code wire this date matter will be investigated as fully and rapidly as possible

Alexander U S Atty

File
cuh

182363-7

DEPARTMENT OF JUSTICE
OCT 14 A.M. 1918
MAILS AND FILES DIVISION
GRAHAM

G-L

October 11, 1916.

Hill,
United States Attorney,
Clarksdale, Miss.

Reported that during last two months employment agents in Mississippi have been active in employing laborers and others and sending them to work in Illinois, Ohio and Indiana. Proceed immediately and without publicity to ascertain facts using services local investigator as you may deem necessary. Accounts activity agents have been published in newspapers and facts can be ascertained from railroads, manufacturing plants and through postmasters in rural districts. Getx names of those who left State, date of departure, point of destination, wages and inducements offered and time of employment promised or guaranteed, their present location, names and addresses of employment agents. Cover your district thoroughly and report anything outside that you may ascertain. Act promptly and report from time to time as matter progresses.

182363-6

T. W. Gregory,
Attorney General.

OCT 14 A.M.
MAILS AND FILES DIVISION

Send in Code:

JG-L

October 11, 1916.

Alexander,
United States Attorney,
Atlanta, Ga.

Reported that during last two months employment agents in Atlanta and elsewhere in Georgia have been active in employing laborers and others and sending them to work in Illinois, Ohio and Indiana. Proceed immediately and without publicity to ascertain facts using services local investigator as you may deem necessary. Accounts activity agents have been published in newspapers and facts can be ascertained from railroads, manufacturing plants and through postmasters in rural districts. Get names of those who left State, date of departure, point of destination, wages and inducements offered and time of employment promised or guaranteed, their present location, names and addresses of employment agents. Cover your district thoroughly and report anything outside that you may ascertain. Act promptly and report from time to time as matter progresses.

T. W. Gregory
Attorney General. 182363-5

DEPARTMENT OF
OCT 14 A.M. 1916
MAILS AND FILES DIVISION

Send in Code.

SJG-1

October 11, 1916.

Bell,
United States Attorney,
Birmingham, Ala.

Reported that during last two months employment agents in Birmingham and elsewhere in Alabama have been active in employing laborers and others and sending them to work in Illinois, Ohio and Indiana. Proceed immediately and without publicity to ascertain facts using services local investigator as you may deem necessary. Accounts activity agents have been published in newspapers and facts can be ascertained from railroads, manufacturing plants and through postmasters in rural districts. Get names of those who left State, date of departure, point of destination, wages and inducements offered and time of employment promised or guaranteed, their present location, names and addresses of employment agents. Cover your district thoroughly and report anything outside that you may ascertain. Act promptly and report from time to time as matter progresses.

T. W. Gregory
Attorney General.

Send in code.

182363-4
DEPARTMENT OF JUSTICE
OCT 14 A.M. 1916
MAILS AND FILES DIVISION

SJG-L

October 11, 1916.

George,
United States Attorney,
Jackson, Miss.

Reported that during last two months employment agents in Nachez, Vicksburg and Jackson and elsewhere in Mississippi have been active in employing laborers and others and sending them to work in Illinois, Ohio and Indiana. Proceed immediately and without publicity to ascertain facts using services local investigator as you may deem necessary. Accounts activity agents have been published in newspapers and facts can be ascertained from railroads, manufacturing plants and through postmasters in rural districts. Get names of those who left State, date of departure, point of destination, wages and inducements offered and time of employment promised or guaranteed, their present location, names and addresses of employment agents. Cover your district thoroughly and report anything outside that you may ascertain. Act promptly and report from time to time as matter progresses.

T. W. Gregory,
Attorney General.

182363-3
DEPARTMENT OF JUSTICE
OCT 14 A.M.

Send in Code.

SJG-L

182363-2

182363-2
DEPARTMENT OF JUSTICE
OCT 14 A.M. 1916
MAILS AND FILES DIVISION

October 11, 1916.

Samford,
United States Attorney,
Montgomery, Ala.

Reported that during last two months employment agents in Montgomery and elsewhere in Alabama have been active in employing laborers and others and sending them to work in Illinois, Ohio and Indiana. Proceed immediately and without publicity to ascertain facts using services local investigator as you may deem necessary. Accounts activity agents have been published in newspapers and facts can be ascertained from railroads, manufacturing plants and through postmasters in rural districts. Get names of those who left State, date of departure, point of destination, wages and inducements offered and time of employment promised or guaranteed, their present location, names and addresses of employment agents. Cover your district thoroughly and report anything outside that you may ascertain. Act promptly and report from time to time as matter progresses.

T. W. Gregory,
Attorney General.

Send in Code.

REH-GEM

182 363-1

August 17, 1916.

Mr. C. F. Smith,
400 E. University Street,
Gainesville, Fla.

Sir:

The Department is in receipt, by reference from the White House, of your letter of August 10, 1916, concerning the alleged transportation to northern states of large numbers of negroes for the purpose of fraudulently registering and voting at elections this fall.

A representative of this Department will call upon you for an interview in the premises. Please afford him all possible assistance and treat confidentially his visit.

Respectfully,
For the Attorney General,
(Signed) Charles Warren,
Assistant Attorney General.